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ABSTRACT

This report summarizes the results of a questionnaire study in 147 state-supported universities representing 47 states and 31 university systems representing 27 states. To provide anonymity, the universities are not identified with their salaries. Data are presented concerning salaries paid to full-time administrators of public, doctoral-granting institutions, including officers whose responsibilities and functions range from the director of a single office to the university president. Salaries are included for the following positions: President (Chancellor), Academic Officers, Business Officers, Student Affairs Officers, Operations Officers, Public Relations/Development, Research Officers, Deans, and Medical Deans. The first section provides the ranking of salaries paid by 147 institutions responding to a survey, representing 47 states. The second section arranges the data into the nine regions defined by the Equal Employment Opportunity Commission, with the New York and Boston regions being combined. The third section contains a table of salaries paid to university system officers, representing 31 university systems in 27 states. (JDD)

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ED317110

TWENTY-THIRD ANNUAL RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES PAID 1989-90

THIS REPORT SUMMARIZES THE RESULTS
OF A QUESTIONNAIRE STUDY
IN ONE HUNDRED FORTY-SEVEN STATE-SUPPORTED
UNIVERSITIES REPRESENTING FORTY-SEVEN STATES
AND THIRTY-ONE UNIVERSITY SYSTEMS
REPRESENTING TWENTY-SEVEN STATES

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DECEMBER 31, 1989

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TWENTY-THIRD ANNUAL

RANK-ORDER DISTRIBUTION

OF

ADMINISTRATIVE SALARIES

PAID

1989-90

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OF A QUESTIONNAIRE STUDY
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OFFICE OF INSTITUTIONAL RESEARCH

UNIVERSITY OF ARKANSAS

DECEMBER 31, 1989

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES

INTRODUCTION

This study is the twenty-third annual administrative salary survey conducted by the University of Arkansas. The universities invited to participate comprise a representative group of public, doctoral-granting institutions. To provide anonymity, the universities are not identified with their salaries. Also, when the number of respondents for a particular position was fewer than three, the data were omitted.

The salaries are distributed in rank order to facilitate comparisons of a participant's relative standing with other universities. A salary enclosed in parentheses identifies that salary as being paid for a position with a dual function. Salaries within parentheses are included in the position average. If two salaries were reported for one position, both salaries are included under that position title.

Several salaries in Table I are also coded with an asterisk. The asterisk indicates that the salary is from an institution which is a member of the National Association of State Universities and Land-Grant Colleges (NASULGC). Table I contains an average for only those salaries paid at institutions belonging to NASULGC which is printed above the average of all salaries.

Salaries are reported only for full-time administrators. The study includes officers whose responsibilities and functions range from the director of a single office to the university president. Reporting guidelines provided with the questionnaire have enabled the inclusion of these salary data, with few exceptions, exactly as reported by the responding institutions.

The University of Arkansas wishes to thank all respondents for participating. The primary purpose of this study has always been to provide comparable and comprehensive information in a timely manner that will be useful to participants, particularly in the preparation of annual budget requests.

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES

DESCRIPTION

TABLE I

The first section provides the ranking of salaries paid among all participating universities. Questionnaires were sent to one hundred sixty-nine universities in fifty states. From this group, replies were received from one hundred forty-seven institutions in forty-seven states.

Several salaries in this section have been printed with an asterisk. The asterisk indicates that the salary is from a university which is a member of the National Association of State Universities and Land-Grant Colleges (NASULGC). Two average salaries are printed after each position's rank order of salaries. The average salary for only those institutions belonging to NASULGC is calculated, as well as the average for all institutions.

TABLE II

The second section is a series of tables showing the salaries paid among the one hundred forty-seven participants arranged into the nine regions defined by the Equal Employment Opportunity Commission (the New York and Boston regions are combined). The responding universities in each region are enumerated at the beginning of the appropriate section.

TABLE III

The third section of the study is a table of salaries paid to the university system officers. For purposes of this survey, a university system is defined as one which has a separate administrative structure for a system of multiple general academic institutions, at least one of which has offerings at the doctorate-granting level. Questionnaires were sent to thirty-four university systems in twenty-eight states, and replies were received from thirty-one university systems in twenty-seven states.

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	Operations Officers	22
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TABLE I

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG ONE HUNDRED FORTY-SEVEN UNIVERSITIES IN FORTY-SEVEN STATES

This table summarizes the data for one hundred forty-seven universities in forty-seven states. For making these data available, the University of Arkansas is grateful to the following universities:

*Arizona State University
*Auburn University
Ball State University
California State University - Los Angeles
Central Michigan University
Central Missouri State University
City University of New York Graduate School and University Center
*Clemson University
Cleveland State University
College of William and Mary
Colorado School of Mines
*Colorado State University
East Tennessee State University
East Texas State University
Florida Atlantic University
*Florida State University
*Georgia Institute of Technology
Georgia State University
Idaho State University
Illinois State University
Indiana State University
*Indiana University - Bloomington
Indiana University of Pennsylvania
Indiana University - Purdue University at Indianapolis
*Iowa State University of Science and Technology
*Kansas State University
*Kent State University
Lamar University
*Louisiana State University and A & M College
Louisiana Tech University
Memphis State University
*Miami University
*Michigan State University
Michigan Technological University
Middle Tennessee State University
*Mississippi State University
*Montana State University
Morgan State University
New Jersey Institute of Technology
New Mexico Institution of Mining and Technology
*New Mexico State University
*North Carolina State University - Raleigh
*North Dakota State University
Northeast Louisiana University
Northern Arizona University
Northern Illinois University
Northwest State University of Louisiana
Oakland University
*Ohio State University
*Ohio University
*Oklahoma State University
Old Dominion University
*Oregon State University
Sam Houston State University
San Diego State University
South Dakota School of Mines
*South Dakota State University
*Southern Illinois University at Carbondale
Southern Illinois University at Edwardsville
*State University of New York - Binghamton
*State University of New York - Buffalo
State University of New York - Environmental Science
*State University of New York - Stony Brook
Stephen F. Austin State University
Tennessee Technological University

*Member of National Association of State Universities and Land-Grant Colleges.

TABLE I (Continued)

Texas A & I University
*Texas A & M University
*Texas Southern University
*Texas Tech University
Texas Woman's University
University of Akron
*University of Alabama
University of Alabama - Birmingham
University of Alabama - Huntsville
*University of Alaska
*University of Arizona
*University of Arkansas
*University of California
*University of California - Davis
University of California - Santa Barbara
University of California - Santa Cruz
University of Central Florida
*University of Cincinnati
University of Colorado at Denver
*University of Connecticut
*University of Delaware
*University of Florida
*University of Georgia
*University of Houston
*University of Idaho
*University of Illinois at Chicago
*University of Illinois at Urbana-Champaign
*University of Iowa
*University of Kansas
*University of Kentucky
*University of Louisville
University of Lowell
University of Maryland - Baltimore
*University of Maryland at College Park
*University of Massachusetts
*University of Michigan at Ann Arbor
*University of Minnesota - Twin Cities
*University of Mississippi
*University of Missouri - Columbia
*University of Missouri - Kansas City
*University of Missouri - Rolla
University of Missouri - St. Louis
*University of Nebraska - Lincoln
University of Nebraska at Omaha
University of Nevada, Las Vegas
*University of Nevada, Reno
*University of New Hampshire
*University of New Mexico
University of New Orleans
*University of North Carolina at Chapel Hill
University of North Carolina at Greensboro
*University of North Dakota
University of North Texas
University of Northern Colorado
University of Northern Iowa
*University of Oklahoma
*University of Oregon
University of South Alabama
*University of South Carolina, Columbia
*University of South Dakota
University of Southern Mississippi
University of Southwestern Louisiana
*University of Tennessee at Knoxville
University of Texas at Arlington
*University of Texas at Austin
University of Texas at Dallas
University of Texas at El Paso
*University of Toledo
*University of Utah
*University of Vermont
*University of Virginia

*Member of National Association of State Universities and Land-Grant Colleges

TABLE I (Continued)

*University of Wisconsin at Milwaukee
*University of Wyoming
*Utah State University
*Virginia Commonwealth University
*Virginia Polytechnic Institute and State University
*Washington State University
*Wayne State University
*West Virginia University
Western Michigan University
Wichita State University
Wright State University

*Member of National Association of State Universities and Land-Grant Colleges.

TABLE I (Continued)

PRESIDENT OF A SYSTEM OF MULTI-CAMPUS INSTITUTIONS

Rank	Salary	
1	160,000	*
2	146,500	*
3	146,280	*
4	145,000	*
5	140,000	*
6	135,000	*
7	124,500	*
8	123,500	*
9	121,325	
10	118,000	*
11	117,900	*
12	115,000	*
13	110,000	*
14	95,000	*
15	92,880	*
Average ***	126,397	
Average All	126,059	

PRESIDENT OF A SINGLE UNIT INSTITUTION

Rank	Salary	
1	168,000	*
2	165,100	*
3	162,839	*
4	161,750	*
5	155,000	*
6	151,580	*
7	150,500	
8	148,785	*
9	146,700	*
10	144,500	*
11	144,309	
12	143,378	*
13	143,378	*
14	143,377	*
15	143,000	*
16	142,750	*
17	142,000	*
18	138,900	
19	137,000	*
20	135,000	*
21	135,000	*
22	135,000	
23	134,100	
24	134,000	*
25	132,145	
26	131,000	*
27	130,500	*
28	130,338	*
29	130,000	*
30	129,860	*
31	129,710	
32	129,675	*
33	129,388	*
34	127,440	*
35	127,000	*
36	127,000	*
37	126,800	*
38	126,800	*
39	126,800	*
40	126,563	*
41	125,490	
42	125,489	
43	125,400	
44	125,000	
45	124,000	*
46	123,424	
47	122,040	*
48	122,000	*
49	122,000	
50	121,000	
51	120,000	
52	118,800	
53	118,250	
54	116,550	
55	115,000	*
56	115,000	*
57	114,800	
58	114,500	*
59	114,000	
60	114,000	
61	113,376	
62	112,552	*
63	111,804	
64	111,510	*
65	111,241	*
66	110,516	
67	110,500	*
68	110,500	*
69	110,458	
70	110,000	
71	110,000	
72	110,000	*
73	109,857	
74	109,150	
75	108,999	*
76	108,790	
77	107,568	*
78	107,000	*
79	106,576	
80	106,300	
81	106,200	
82	106,200	
83	106,164	*
84	105,000	
85	104,700	*
86	104,700	
87	104,000	*
88	104,000	*
89	103,400	
90	102,160	
91	101,900	
92	101,200	
93	100,755	*
94	100,128	*
95	100,020	*
96	100,006	*
97	100,000	
98	99,789	
99	99,225	
100	97,200	
101	97,200	
102	97,108	*
103	96,813	
104	95,760	*
105	95,200	
106	95,000	*
107	95,000	
108	92,880	*
109	91,831	
110	90,972	*
111	89,804	*
112	88,400	
113	85,696	
114	84,800	
115	83,900	
116	83,555	*
117	83,500	
118	82,599	
119	80,000	*
120	79,500	
121	79,100	*
122	77,308	
123	77,308	
124	77,308	
125	77,308	
126	76,000	*
127	62,160	
128	62,118	
Average ***	121,283	
Average All	113,948	

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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
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TABLE I (Continued)

ACADEMIC OFFICERS:
ACADEMIC VICE PRES/
VICE CHANCELLOR

Rank	Salary	
1	147,960	*
2	141,750	*
3	138,000	*
4	(136,500)	*
5	131,000	
6	126,000	*
7	123,000	*
8	120,000	*
9	120,000	*
10	119,600	*
11	119,067	
12	118,900	*
13	117,200	*
14	115,000	*
15	112,154	*
16	111,450	*
17	111,300	*
18	110,000	
19	109,000	*
20	(107,831)	*
21	106,600	*
22	106,000	*
23	106,000	*
24	106,000	
25	103,312	
26	102,250	
27	101,000	
28	(100,000)	
29	(100,000)	
30	(99,528)	
31	99,000	
32	99,000	*
33	99,000	
34	97,500	
35	(97,000)	
36	97,000	
37	96,504	
38	95,498	
39	95,498	*
40	95,004	
41	95,000	*
42	95,000	
43	95,000	*
44	94,778	
45	94,500	*
46	94,359	*
47	93,600	*
48	93,500	*
49	93,400	
50	93,266	
51	93,000	*
52	93,000	*
53	92,650	
54	92,000	*
55	91,900	
56	91,500	*
57	91,200	
58	90,235	*
59	90,000	
60	90,000	*
61	89,586	*
62	88,000	*
63	86,920	*
64	85,600	
65	85,418	
66	84,000	*
67	83,118	*
68	83,025	
69	83,000	*
70	82,412	
71	81,718	
72	81,400	
73	81,026	
74	80,725	*
75	80,460	*
76	80,288	
77	80,000	
78	80,000	
79	(80,000)	*
80	78,750	
81	78,489	
82	78,344	*
83	(77,695)	
84	76,432	*
85	76,330	
86	75,200	
87	74,970	
88	73,470	
89	72,885	
90	72,260	
91	71,844	*
92	70,000	*
93	68,716	
94	68,065	
95	67,990	*
96	67,572	*
97	65,537	
98	64,000	
99	63,800	*
100	62,510	*
101	62,400	
Average ***	98,975	
Average All	93,458	

ACADEMIC OFFICERS:
PROVOST

Rank	Salary	
1	131,000	*
2	130,000	*
3	127,000	*
4	126,000	*
5	125,000	*
6	124,400	*
7	123,630	*
8	121,900	*
9	121,000	*
10	121,000	*
11	120,500	*
12	120,000	*
13	119,000	*
14	117,500	*
15	117,000	*
16	116,000	
17	111,450	*
18	110,400	*
19	110,000	*
20	(107,831)	*
21	106,150	*
22	102,400	*
23	101,892	*
24	101,500	
25	100,965	
26	(100,000)	
27	(100,000)	
28	99,750	
29	(99,528)	
30	98,616	*
31	97,520	
32	97,500	*
33	(97,000)	
34	95,665	*
35	95,500	*
36	95,000	
37	94,930	*
38	94,264	
39	90,552	
40	90,516	*
41	90,130	
42	90,000	
43	86,000	*
44	85,000	*
45	84,750	
46	83,076	*
47	(80,000)	*
48	78,046	
49	(77,695)	
50	51,110	
Average ***	109,433	
Average All	103,313	

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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1989-90

TABLE I (Continued)

ACADEMIC OFFICERS:
DIRECTOR OF LIBRARIES

Rank	Salary	
1	108,248	*
2	107,500	*
3	105,000	*
4	105,000	*
5	104,900	*
6	101,000	*
7	99,000	*
8	98,110	*
9	96,000	*
10	95,500	*
11	93,513	
12	93,300	*
13	92,000	*
14	91,100	*
15	91,000	*
16	90,263	*
17	90,000	*
18	89,300	
19	88,000	*
20	86,675	*
21	86,594	*
22	85,671	*
23	(85,625)	*
24	85,350	*
25	84,500	*
26	84,500	
27	84,000	*
28	83,531	*
29	83,000	
30	83,000	*
31	82,500	*
32	82,430	
33	82,250	*
34	81,500	*
35	81,360	
36	81,205	*
37	81,174	*
38	81,100	*
39	81,046	*
40	80,000	*
41	79,550	*
42	79,000	*
43	78,469	*
44	78,228	*
45	78,078	*
46	78,000	
47	77,898	*
48	77,500	*
49	76,944	*
50	76,392	*
51	75,000	
52	75,000	*
53	74,404	*
54	74,304	*
55	74,000	*
56	73,895	*
57	73,524	*
58	73,500	
59	73,068	*
60	73,000	*
61	72,765	
62	72,600	*
63	72,500	
64	72,400	*
65	72,024	
66	72,000	*
67	72,000	*
68	71,700	
69	71,472	
70	71,196	*
71	71,177	*
72	70,500	
73	70,035	
74	70,035	*
75	70,000	*
76	70,000	
77	69,163	
78	69,000	
79	68,640	
80	68,575	
81	68,200	
82	68,064	
83	68,004	
84	68,000	*
85	67,500	
86	67,104	*
87	66,850	
88	66,800	
89	66,600	
90	66,000	*
91	65,730	
92	65,600	*
93	65,515	*
94	65,376	*
95	65,000	*
96	64,600	
97	64,346	
98	64,300	*
99	64,100	
100	63,310	
101	62,927	
102	62,500	*
103	62,000	
104	61,640	
105	61,371	
106	60,900	
107	60,820	
108	60,450	
109	59,500	
110	59,280	
111	59,044	
112	59,000	*
113	58,945	
114	58,625	*
115	58,600	*
116	58,510	*
117	58,124	
118	58,025	
119	57,800	
120	57,216	
121	57,000	*
122	55,640	*
123	54,915	*
124	54,560	
125	54,293	
126	53,550	*
127	53,200	
128	52,843	
129	52,300	*
130	52,246	
131	52,042	
132	50,490	
133	50,400	*
134	49,778	
135	49,400	
136	44,720	
137	44,000	
138	42,375	
139	33,649	
140	33,000	
Average ***	78,003	
Average All	71,643	

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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1989-90

TABLE I (Continued)

ACADEMIC OFFICERS:
DIRECTOR OF
AFFIRMATIVE ACTION

Rank	Salary	
1	86,000	*
2	81,000	*
3	78,273	*
4	77,850	*
5	75,000	*
6	74,500	*
7	74,200	*
8	74,200	*
9	72,000	*
10	71,179	*
11	69,500	*
12	68,020	
13	67,700	*
14	67,000	
15	67,000	*
16	(66,000)	*
17	65,813	*
18	65,200	*
19	64,800	
20	(64,293)	*
21	64,253	*
22	64,000	*
23	63,218	*
24	63,000	*
25	60,936	
26	(60,908)	
27	60,585	*
28	59,970	*
29	59,754	*
30	58,000	*
31	57,561	*
32	57,200	*
33	57,000	
34	57,000	*
35	56,560	*
36	56,295	*
37	55,750	
38	55,650	
39	55,137	*
40	55,000	*
41	54,050	
42	53,700	
43	53,158	*
44	53,000	
45	53,000	*
46	52,550	
47	52,450	*
48	52,163	*
49	51,550	*
50	51,500	
51	51,360	*
52	51,323	
53	51,300	
54	51,230	
55	51,150	
56	51,000	*
57	51,000	*
58	50,532	
59	50,424	*
60	50,350	*
G1	50,300	*
62	50,277	*
63	50,000	
64	50,000	
65	49,387	*
66	49,350	
67	49,321	*
68	(48,700)	
69	48,581	
70	48,442	*
71	48,000	*
72	48,000	*
73	(47,903)	
74	47,520	*
75	47,500	*
76	(45,000)	
77	45,000	
78	44,700	*
79	44,652	
80	44,464	
81	44,400	
82	43,989	
83	42,500	
84	42,357	
85	42,308	
86	42,200	*
87	42,000	*
88	40,687	*
89	40,176	*
90	40,000	*
91	40,000	
92	39,270	
93	39,183	
94	38,940	*
95	38,800	
96	38,325	*
97	37,647	*
98	37,451	
99	36,750	
100	36,017	*
101	36,000	*
102	35,000	
103	34,889	*
104	34,680	*
105	33,996	*
106	33,400	*
107	32,320	
108	32,130	
109	31,716	*
110	31,056	
111	30,000	*
112	28,765	*
113	28,000	
114	25,598	*
115	24,100	
Average "*"	53,745	
Average All	51,094	

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TABLE I (Continued)

ACADEMIC OFFICERS:
DIRECTOR OF COMPUTING SERVICES

Rank	Salary	
1	118,680	*
2	115,000	*
3	102,850	*
4	102,400	*
5	101,220	*
6	97,000	*
7	95,392	*
8	92,311	*
9	91,773	*
10	91,620	*
11	90,660	*
12	90,623	*
13	90,406	*
14	89,933	*
15	89,600	*
16	89,500	*
17	89,300	
18	89,100	*
19	89,000	*
20	88,978	*
21	88,452	*
22	88,446	*
23	87,000	*
24	86,800	*
25	86,500	
26	85,861	*
27	85,814	*
28	85,000	*
29	84,000	
30	84,000	*
31	83,004	
32	82,247	*
33	82,080	*
34	81,861	*
35	80,892	
36	80,016	*
37	79,700	*
38	79,250	*
39	79,236	*
40	78,400	*
41	78,300	
42	78,300	*
43	77,000	*
44	77,000	*
45	76,520	*
46	76,250	
47	76,000	
48	75,600	*
49	75,600	
50	75,579	*
51	75,500	*
52	75,244	
53	74,800	*
54	74,349	
55	74,331	
56	74,300	
57	74,300	*
58	74,103	*
59	73,850	
60	73,830	*
61	73,600	*
62	73,500	*
63	73,500	*
64	73,400	*
65	73,010	*
66	73,000	*
67	72,888	*
68	72,842	
69	72,500	
70	72,500	
71	72,000	*
72	71,670	
73	71,550	*
74	71,477	*
75	71,448	*
76	71,000	*
77	70,700	
78	70,000	
79	70,000	
80	68,600	*
81	68,500	*
82	68,000	
83	68,000	
84	67,990	
85	67,956	*
86	67,600	*
87	66,648	
88	66,396	*
89	66,200	*
90	66,150	
91	65,860	*
92	65,477	*
93	65,430	
94	65,376	*
95	65,372	*
96	64,598	*
97	64,400	
98	64,189	
99	63,128	*
100	63,100	
101	62,832	*
102	62,800	*
103	62,716	*
104	62,550	*
105	62,500	*
106	62,500	*
107	61,525	
108	61,500	*
109	60,750	*
110	60,436	
111	60,070	*
112	60,038	*
113	59,870	
114	59,000	
115	58,824	
116	58,416	*
117	58,400	*
118	57,950	
119	57,800	*
120	57,725	
121	57,400	
122	57,174	
123	57,083	*
124	57,036	*
125	57,000	
126	56,805	
127	56,650	
128	56,540	*
129	56,440	
130	56,314	*
131	56,241	
132	56,114	
133	56,000	
134	56,000	*
135	55,655	
136	55,488	
137	55,234	
138	55,000	*
139	54,909	*
140	54,587	*
141	54,496	*
142	54,434	
143	54,381	
144	54,080	*
145	53,624	
146	53,522	
147	53,443	
148	53,175	*
149	53,100	*
150	52,590	
151	52,518	*
152	52,500	
153	52,500	
154	52,176	
155	51,700	
156	51,555	
157	51,150	*
158	50,498	
159	50,000	
160	49,782	*
161	49,230	
162	48,204	
163	(47,903)	
164	47,864	
165	47,780	*
166	47,352	
167	47,112	
168	47,087	
169	46,526	
170	46,176	
171	45,255	
172	44,000	
173	43,946	
174	42,230	
175	42,115	
176	41,513	
177	41,397	*
178	40,899	*
Average "*"	73,138	
Average All	67,662	

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TABLE I (Continued)

BUSINESS/FISCAL OFFICERS:
VICE PRESIDENT FOR
BUSINESS

Rank	Salary
1	146,475 *
2	127,600 *
3	(125,000)*
4	124,500 *
5	115,500
6	115,300 *
7	(113,900)*
8	113,000 *
9	112,000 *
10	111,100 *
11	110,000 *
12	109,500
13	109,229 *
14	109,200 *
15	108,000 *
16	107,500 *
17	106,700 *
18	(105,595)
19	105,167
20	105,050 *
21	105,009 *
22	105,000 *
23	105,000 *
24	103,000 *
25	(100,776)
26	100,680 *
27	100,500 *
28	99,631 *
29	99,621
30	99,100 *
31	98,000 *
32	98,000 *
33	97,000 *
34	(96,000)*
35	95,500
36	95,000
37	95,000
38	94,904 *
39	94,500
40	94,283 *
41	94,250 *
42	94,149 *
43	93,228 *
44	92,882
45	92,634
46	92,500
47	92,000
48	91,500 *
49	91,000 *
50	90,000 *
51	90,000 *
52	(89,300)
53	89,000
54	88,621
55	88,295 *
56	88,200
57	88,000 *
58	87,570
59	87,445 *
60	86,938
61	86,500
62	86,004
63	86,000 *
64	85,489
65	85,000
66	85,000 *
67	85,000
68	84,996
69	84,530
70	84,457
71	84,426
72	84,000 *
73	83,800 *
74	82,800
75	82,400
76	82,000
77	81,200 *
78	81,127 *
79	81,026
80	81,000 *
81	80,699
82	(80,480)*
83	80,068
84	80,000
85	79,955 *
86	79,920 *
87	79,920 *
88	79,800
89	79,420
90	79,327 *
91	78,500
92	78,000 *
93	(77,650)
94	(76,824)
95	76,674 *
96	76,608 *
97	76,500 *
98	76,330
99	(76,140)
100	76,125
101	75,000
102	74,917
103	74,560 *
104	74,200 *
105	73,684
106	72,950
107	72,885
108	72,685 *
109	72,500 *
110	72,500
111	72,010
112	71,919
113	71,724
114	71,600 *
115	70,200 *
116	68,415
117	67,500
118	66,612
119	66,001
120	64,293
121	63,440
122	63,000
123	60,735 *
124	58,000
125	56,484 *
126	46,274
Average "*"	93,609
Average All	87,969

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TABLE I (Continued)

BUSINESS/FISCAL OFFICERS:
CONTROLLER

Rank	Salary	
1	110,000	*
2	98,900	*
3	93,000	*
4	89,610	*
5	88,000	*
6	87,450	*
7	85,700	*
8	83,900	*
9	83,600	*
10	82,430	
11	82,000	*
12	82,000	*
13	79,900	*
14	79,673	*
15	78,600	*
16	78,500	*
17	76,962	*
18	76,000	*
19	76,000	
20	75,800	
21	75,710	*
22	75,684	
23	75,608	
24	75,068	
25	(75,000)	*
26	75,000	*
27	74,566	*
28	74,480	*
29	74,280	*
30	72,000	*
31	71,715	*
32	70,875	*
33	70,084	*
34	70,000	
35	70,000	*
36	69,801	*
37	69,600	
38	69,600	
39	69,570	
40	69,000	*
41	68,081	*
42	68,004	*
43	67,736	*
44	67,200	*
45	67,000	*
46	66,840	*
47	66,700	*
48	66,520	*
49	66,500	
50	66,348	*
51	64,600	
52	64,200	
53	63,795	*
54	63,750	
55	63,630	*
56	63,600	*
57	62,000	
58	61,800	*
59	61,000	*
60	60,750	
61	60,700	*
62	60,444	*
63	60,422	*
64	60,000	
65	59,427	*
66	59,400	
67	58,800	
68	58,800	
69	58,656	*
70	58,080	
71	58,062	
72	58,000	
73	(58,000)	
74	57,960	*
75	57,800	*
76	57,348	*
77	56,854	*
78	56,801	
79	56,800	*
80	56,710	
81	56,100	
82	55,363	
83	55,000	
84	54,685	
85	54,600	*
86	54,541	*
87	54,490	*
88	54,180	*
89	54,050	*
90	54,042	
91	54,000	
92	53,106	*
93	52,400	
94	52,172	
95	51,584	
96	51,470	
97	51,136	
98	51,110	
99	50,675	
100	50,000	*
101	49,700	
102	49,332	*
103	48,880	
104	48,441	
105	47,944	
106	47,882	
107	47,568	
108	(46,767)	
109	46,403	
110	45,386	*
111	45,000	
112	44,351	*
113	44,310	
114	44,295	
115	42,500	
116	42,000	*
117	41,260	*
118	38,774	*
119	30,334	
Average ***	67,717	
Average All	63,198	

BUSINESS/FISCAL OFFICERS:
TREASURER OR BURSAR

Rank	Salary	
1	101,500	
2	97,500	*
3	91,000	*
4	81,500	*
5	76,000	
6	(75,000)	*
7	72,000	*
8	(71,962)	*
9	70,080	*
10	69,801	*
11	69,500	
12	65,875	
13	63,800	*
14	63,630	*
15	63,500	*
16	60,200	*
17	59,917	*
18	58,127	*
19	(58,000)	
20	57,450	*
21	56,676	*
22	56,400	*
23	56,000	*
24	53,850	*
25	51,900	*
26	51,750	
27	50,900	
28	50,843	*
29	50,672	
30	49,660	*
31	49,000	
32	47,880	*
33	46,494	*
34	46,233	
35	46,000	*
36	44,752	*
37	44,000	*
38	43,654	
39	43,056	*
40	42,545	*
41	42,500	*
42	42,300	*
43	42,250	*
44	42,224	*
45	41,410	
46	41,400	*
47	41,388	*
48	41,042	
49	40,950	
50	40,752	
51	39,935	*
52	39,819	
53	39,510	
54	38,195	
55	37,450	

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BUSINESS/FISCAL OFFICERS: TREASURER OR BURSAR

Rank	Salary	
56	37,236	
57	37,231	
58	35,800	*
59	35,365	
60	34,816	*
61	34,720	
62	33,800	*
63	33,370	
64	33,000	*
65	32,793	
66	32,614	
67	32,500	*
68	32,016	
69	31,921	
70	31,200	*
71	28,000	
72	27,000	
73	26,796	
74	26,796	
75	25,967	
76	25,200	*
Average "*"	52,647	
Average All	48,525	

BUSINESS/FISCAL OFFICERS: BUSINESS MANAGER

Rank	Salary	
1	85,700	*
2	79,104	
3	(77,970)	*
4	77,910	*
5	76,704	
6	76,000	
7	75,583	
8	72,800	
9	72,190	*
10	(71,962)	*
11	71,800	*
12	71,537	*
13	69,801	*
14	69,300	*
15	68,004	*
16	67,000	*
17	62,988	*
18	60,527	*
19	59,500	*
20	58,803	*
21	(58,000)	
22	57,875	
23	57,141	*
24	56,700	
25	55,440	*
26	55,000	
27	54,500	
28	52,563	
29	52,500	
30	52,008	
31	51,000	*
32	50,605	*
33	50,498	
34	49,005	*
35	48,400	*
36	47,000	
37	41,868	
38	41,860	
39	40,514	
40	40,008	*
41	39,450	*
42	38,517	*
43	38,390	*
44	38,325	
45	36,372	
46	36,184	*
47	35,693	
48	32,191	*
49	28,350	
50	26,990	*
51	23,167	
Average "*"	57,440	
Average All	55,123	

BUSINESS/FISCAL OFFICERS: DIRECTOR OF PURCHASING

Rank	Salary	
1	71,978	*
2	71,175	*
3	69,095	*
4	68,000	*
5	67,200	*
6	66,900	*
7	66,000	*
8	65,300	*
9	64,827	*
10	63,630	*
11	62,885	*
12	62,800	*
13	62,600	*
14	62,475	*
15	61,725	*
16	61,197	*
17	60,500	*
18	59,352	*
19	59,200	*
20	58,774	
21	58,396	*
22	58,000	*
23	(58,000)	
24	57,946	*
25	57,800	
26	57,780	
27	57,312	
28	56,700	*
29	56,116	*
30	55,000	*
31	54,948	
32	54,433	*
33	54,400	*
34	54,144	*
35	54,066	*
36	54,000	
37	53,807	*
38	53,372	*
39	53,258	
40	52,904	*
41	52,872	*
42	52,250	
43	52,196	*
44	52,162	*
45	52,162	*
46	51,880	
47	51,400	*
48	51,395	
49	51,322	*
50	51,096	
51	50,670	*
52	50,136	
53	49,920	*
54	49,410	*
55	49,388	
56	49,336	
57	49,200	*
58	49,008	*
59	48,865	*
60	48,600	*
61	48,600	*
62	48,500	*
63	48,500	*
64	48,488	
65	48,400	*
66	48,300	
67	48,250	
68	47,943	*
69	47,900	*
70	47,272	
71	46,908	*
72	46,725	*
73	46,691	*
74	46,452	*
75	46,310	*
76	46,110	
77	45,890	*
78	45,490	*
79	45,285	
80	45,150	
81	(45,000)	
82	45,000	
83	44,880	*
84	44,800	

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BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PURCHASING

Rank	Salary	
85	44,520	*
86	44,500	*
87	44,245	
88	44,000	
89	43,860	
90	43,660	
91	43,350	
92	43,056	
93	43,000	
94	42,783	
95	42,630	*
96	(42,120)	
97	42,120	
98	42,050	*
99	42,022	*
100	42,000	*
101	41,484	
102	41,293	*
103	41,250	*
104	40,872	
105	40,650	*
106	40,080	*
107	40,000	
108	40,000	
109	39,935	
110	39,876	*
111	39,071	
112	38,610	
113	38,326	
114	38,069	
115	37,809	*
116	37,164	*
117	37,128	*
118	37,128	
119	36,999	*
120	36,750	
121	36,744	
122	36,573	
123	36,296	
124	35,380	
125	34,893	
126	34,056	*
127	32,875	*
128	31,470	
129	31,000	
130	30,557	
131	30,202	
132	28,232	
133	27,905	
134	27,552	*
135	24,754	
Average ***	51,527	
Average All	48,037	

BUSINESS/FISCAL OFFICERS:
INTERNAL AUDITOR

Rank	Salary	
1	82,600	*
2	78,928	*
3	74,500	*
4	72,276	
5	72,250	*
6	71,500	*
7	70,800	*
8	70,500	*
9	68,171	*
10	65,091	
11	65,000	*
12	65,000	*
13	64,785	*
14	64,500	
15	63,500	*
16	62,500	
17	62,374	*
18	62,348	
19	61,790	*
20	61,480	*
21	60,795	*
22	60,600	*
23	60,000	*
24	58,888	*
25	58,662	*
26	(58,000)	
27	57,600	*
28	57,432	*
29	57,300	*
30	57,000	*
31	55,650	*
32	55,600	*
33	55,385	*
34	54,541	
35	54,516	
36	54,228	
37	51,769	
38	51,288	
39	51,271	*
40	51,000	
41	50,385	*
42	50,000	
43	49,896	*
44	49,220	
45	49,200	*
46	48,800	*
47	48,800	
48	48,300	*
49	48,300	
50	48,200	*
51	48,200	
52	48,157	*
53	47,632	*
54	47,557	
55	46,992	*
56	46,700	*
57	46,674	*
58	46,493	*
59	46,250	
60	46,250	*
61	46,217	*
62	46,000	
63	46,000	*
64	45,203	*
65	45,150	
66	45,000	*
67	44,647	*
68	44,626	
69	44,500	
70	44,496	
71	44,000	*
72	43,532	*
73	43,184	
74	43,160	*
75	42,050	*
76	41,999	
77	41,940	*
78	40,980	*
79	40,884	*
80	40,476	
81	40,000	
82	39,858	
83	39,756	*
84	39,468	*
85	39,416	
86	39,349	*
87	38,940	
88	37,716	*
89	37,500	
90	37,498	
91	37,280	
92	35,560	*
93	34,840	
94	34,205	*
95	34,152	
96	34,070	
97	33,320	
98	33,000	
99	32,004	
100	31,750	*
101	31,000	*
102	29,750	
103	27,786	
104	27,694	
105	22,594	*
Average ***	52,227	
Average All	49,390	

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BUSINESS/FISCAL OFFICERS:
BUDGET OFFICER

Rank	Salary	
1	104,200	*
2	101,000	*
3	97,100	
4	85,996	*
5	83,781	*
6	83,300	*
7	(81,000)	*
8	77,910	*
9	77,300	
10	76,457	*
11	76,333	
12	76,000	*
13	74,900	*
14	74,000	*
15	73,077	*
16	72,804	
17	72,446	*
18	70,874	*
19	70,319	
20	69,874	*
21	69,570	
22	69,336	*
23	69,200	
24	68,262	*
25	68,040	*
26	67,800	*
27	66,150	*
28	65,500	*
29	64,400	
30	63,710	*
31	63,700	
32	63,652	*
33	63,636	
34	63,300	
35	62,888	*
36	62,208	*
37	62,040	*
38	62,004	*
39	61,250	*
40	60,384	
41	60,000	
42	60,000	*
43	59,740	
44	59,664	*
45	59,600	*
46	59,520	*
47	59,500	*
48	59,388	*
49	58,087	
50	58,000	
51	(58,000)	
52	57,924	*
53	57,450	*
54	57,444	
55	56,975	*
56	56,750	*
57	56,000	*
58	55,890	*
59	55,850	*
60	55,849	*
61	55,452	*
62	55,416	*
63	55,116	
64	55,020	*
65	55,000	*
66	54,689	
67	54,000	*
68	54,000	*
69	53,464	
70	53,150	
71	52,910	
72	52,840	*
73	52,600	
74	52,410	
75	51,999	*
76	51,110	*
77	51,060	
78	50,400	
79	50,000	*
80	49,140	
81	47,138	*
82	(46,767)	
83	46,592	*
84	46,452	*
85	46,289	*
86	(46,200)	
87	46,176	*
88	46,100	
89	46,010	
90	45,824	*
91	45,573	
92	45,536	*
93	44,616	
94	44,500	*
95	44,300	*
96	43,946	
97	43,500	
98	43,480	
99	42,840	
100	42,836	*
101	42,750	
102	41,790	
103	41,538	
104	41,319	
105	41,208	
106	39,732	
107	38,620	*
108	38,100	*
109	36,550	*
110	36,182	*
111	35,350	*
112	34,709	
113	24,067	
114	20,099	
Average "*"	60,198	
Average All	57,314	

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PAYROLL

Rank	Salary	
1	73,680	*
2	63,900	*
3	61,708	*
4	60,200	*
5	59,522	*
6	(58,000)	
7	57,367	*
8	(56,268)	
9	54,975	*
10	54,207	*
11	53,563	*
12	53,000	*
13	53,000	
14	52,724	
15	51,850	*
16	(50,796)	
17	50,616	*
18	50,592	*
19	50,200	*
20	49,500	
21	49,166	
22	49,100	*
23	48,644	*
24	47,250	*
25	47,046	*
26	47,035	*
27	46,860	
28	46,500	*
29	(46,200)	
30	46,115	*
31	45,345	*
32	44,867	*
33	44,363	*
34	44,325	
35	44,250	
36	44,200	*
37	43,821	*
38	43,654	*
39	43,550	*
40	43,000	*
41	42,590	
42	42,500	*
43	42,300	
44	42,216	*
45	42,000	*
46	41,748	
47	41,223	*
48	41,200	*
49	41,100	*
50	40,535	
51	40,000	*
52	39,690	*
53	39,452	*
54	39,251	
55	39,060	

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BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PAYROLL

Rank	Salary	
56	38,676	
57	38,176	
58	37,918	*
59	37,602	
60	37,500	*
61	37,500	
62	36,250	
63	36,096	*
64	36,000	*
65	35,360	
66	35,300	
67	34,960	
68	34,934	*
69	34,716	
70	34,440	
71	34,072	
72	33,949	
73	33,899	
74	33,774	
75	33,405	*
76	32,600	*
77	32,460	
78	32,088	*
79	31,959	*
80	31,910	
81	31,661	
82	31,572	
83	31,500	
84	31,361	
85	30,500	
86	30,432	*
87	29,800	*
88	29,230	
89	29,088	*
90	28,976	
91	28,500	*
92	28,500	*
93	28,123	*
94	27,965	*
95	27,400	*
96	27,329	*
97	27,012	*
98	27,000	
99	26,520	
100	26,213	
101	25,920	
102	25,850	
103	25,248	*
104	24,830	
105	23,920	
106	23,539	
107	19,992	
Average ***	42,606	
Average All	39,900	

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PERSONNEL

Rank	Salary	
1	105,700	*
2	102,600	*
3	96,000	*
4	86,927	
5	86,300	*
6	84,000	*
7	82,300	
8	81,000	*
9	79,032	*
10	79,000	*
11	76,000	
12	76,000	*
13	75,696	
14	75,000	*
15	75,000	*
16	74,200	*
17	73,642	*
18	73,307	*
19	73,091	*
20	72,420	*
21	72,219	
22	69,801	*
23	69,492	
24	69,300	
25	67,747	
26	67,700	*
27	67,000	*
28	66,250	*
29	66,100	*
30	65,934	*
31	65,300	*
32	65,031	*
33	65,000	*
34	65,000	*
35	64,507	*
36	64,440	
37	(64,293)	*
38	63,000	*
39	62,900	*
40	62,850	
41	62,840	
42	62,800	*
43	62,700	
44	62,291	*
45	61,403	
46	61,300	*
47	61,000	
48	61,000	
49	60,000	*
50	59,850	*
51	59,700	*
52	59,550	
53	59,115	*
54	58,800	*
55	58,700	
56	58,644	*
57	58,400	
58	58,140	
59	58,000	*
60	58,000	
61	57,918	*
62	57,462	*
63	56,587	
64	(56,268)	
65	56,084	
66	56,000	*
67	55,125	*
68	55,020	*
69	55,000	*
70	54,944	
71	54,814	*
72	54,392	*
73	54,264	*
74	54,200	
75	54,080	*
76	54,000	
77	54,000	
78	53,900	
79	53,000	*
80	52,900	
81	52,728	
82	52,350	
83	52,056	*
84	52,000	
85	52,000	*
86	52,000	
87	52,000	*
88	51,408	
89	51,331	*
90	51,304	*
91	51,000	*
92	(50,796)	
93	50,400	
94	50,004	
95	49,700	*
96	49,696	*
97	49,350	
98	49,200	*
99	48,878	*
100	(48,700)	
101	47,962	*
102	47,680	*
103	47,578	
104	47,200	
105	46,767	
106	46,300	
107	45,840	
108	45,500	*
109	45,352	*
110	45,040	
111	(45,000)	
112	(45,000)	
113	45,000	
114	44,722	
115	44,508	
116	44,340	
117	44,304	*
118	44,000	

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BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PERSONNEL

Rank	Salary
119	43,368 *
120	(42,120)
121	42,037 *
122	41,808
123	41,475 *
124	40,350
125	39,579
126	39,136 *
127	38,820 *
128	35,402
129	33,472 *
130	31,500
131	30,002
132	25,594
Average "*"	61,183
Average All	57,704

STUDENT AFFAIRS OFFICERS:
VICE PRESIDENT FOR
STUDENT AFFAIRS

Rank	Salary
1	129,322 *
2	120,200 *
3	104,250
4	102,000 *
5	101,000 *
6	100,000 *
7	98,880 *
8	98,700 *
9	97,801 *
10	96,200
11	96,200 *
12	96,000 *
13	94,531 *
14	94,250 *
15	93,800 *
16	93,720
17	93,500 *
18	93,200 *
19	91,800
20	91,000
21	91,000 *
22	90,700 *
23	90,113 *
24	90,015 *
25	90,000 *
26	89,640 *
27	89,100 *
28	(88,620)
29	88,000 *
30	87,397
31	87,360 *
32	87,100 *
33	87,000 *
34	87,000
35	87,000 *
36	86,130 *
37	85,810
38	85,728 *
39	85,300 *
40	85,008 *
41	85,000 *
42	85,000 *
43	85,000 *
44	84,968 *
45	84,636 *
46	84,000
47	84,000 *
48	83,489 *
49	83,200 *
50	83,000 *
51	82,925
52	82,680
53	82,512 *
54	82,430
55	82,000 *
56	81,855
57	81,852 *
58	81,700
59	81,675 *
60	81,000
61	81,000 *
62	80,000
63	80,000
64	79,560
65	79,356
66	79,134 *
67	79,000
68	79,000 *
69	78,780 *
70	78,383
71	78,000 *
72	78,000 *
73	76,650
74	75,200 *
75	75,164 *
76	74,337 *
77	74,250
78	74,023
79	73,700
80	73,503
81	73,300
82	72,829
83	72,760 *
84	72,500
85	72,420 *
86	72,283
87	71,350
88	71,060
89	71,000 *
90	71,000 *
91	70,308 *
92	70,283 *
93	70,000 *
94	70,000 *
95	69,800 *
96	69,615
97	69,444
98	68,730 *
99	68,516
100	68,500 *
101	68,005
102	68,000
103	68,000
104	67,500
105	67,100 *
106	67,100
107	67,000
108	67,000 *
109	66,999
110	66,700 *
111	66,591
112	65,000 *
113	64,608 *
114	63,336
115	63,283 *
116	61,600 *
117	61,048
118	60,000 *
119	58,348
120	58,240
121	58,000
122	56,860
123	48,400
124	47,320
Average "*"	83,245
Average All	79,646

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STUDENT AFFAIRS OFFICERS:
DEAN OF STUDENT AFFAIRS

Rank	Salary	
1	97,500	*
2	(88,620)	
3	88,600	*
4	87,000	*
5	84,238	
6	79,032	
7	78,954	
8	78,150	
9	77,708	
10	75,628	
11	74,000	*
12	71,000	*
13	70,000	*
14	69,550	*
15	68,795	*
16	68,000	
17	66,303	*
18	66,222	*
19	66,000	*
20	65,984	
21	64,200	*
22	64,200	*
23	64,000	*
24	63,500	*
25	63,180	
26	63,100	*
27	62,880	*
28	61,793	*
29	61,050	*
30	60,547	*
31	60,000	*
32	60,000	
33	59,500	*
34	59,400	
35	58,302	
36	58,200	*
37	58,000	*
38	57,768	
39	57,512	*
40	57,499	*
41	56,760	*
42	56,700	*
43	56,004	
44	55,520	
45	55,392	
46	55,110	*
47	54,920	
48	54,792	*
49	54,000	
50	53,487	
51	53,352	*
52	53,105	
53	53,040	
54	52,638	*
55	52,000	
56	51,460	*
57	50,000	*
58	50,000	
59	49,342	
60	49,229	*
61	49,000	*
62	48,825	
63	48,425	
64	48,000	
65	47,959	
66	47,097	
67	46,725	
68	46,704	*
69	46,280	*
70	46,250	*
71	46,040	*
72	45,403	*
73	44,400	*
74	44,387	*
75	44,108	
76	44,052	*
77	43,850	
78	43,610	
79	42,640	
80	39,011	*
81	36,972	
82	36,100	
Average ***	59,389	
Average All	58,398	

STUDENT AFFAIRS OFFICERS:
DEAN OF INTERNATIONAL STUDENTS

Rank	Salary	
1	91,400	
2	90,000	*
3	88,000	*
4	76,800	*
5	75,000	
6	70,658	*
7	70,222	*
8	69,072	*
9	68,797	*
10	68,549	*
11	67,703	*
12	59,781	
13	59,499	*
14	59,367	
15	59,364	*
16	59,000	
17	58,116	*
18	54,441	*
19	54,100	*
20	53,655	*
21	53,124	
22	53,079	
23	51,579	*
24	51,250	*
25	51,160	*
26	51,152	
27	50,608	*
28	50,540	*
29	49,967	*
30	49,000	
31	48,504	
32	48,300	*
33	46,800	*
34	46,249	*
35	46,200	*
36	46,000	*
37	45,648	
38	45,426	*
39	44,847	*
40	44,312	*
41	42,800	*
42	42,000	*
43	41,841	
44	41,670	*
45	41,184	*
46	40,500	*
47	40,494	
48	39,405	*
49	38,325	
50	38,050	*
51	38,016	*
52	37,730	*
53	37,197	
54	35,498	*
55	35,330	*
56	34,622	*
57	34,300	*
58	33,262	
59	32,484	*
60	31,208	
61	30,557	
62	30,157	
63	30,000	*
64	29,294	
65	27,920	*
66	27,312	*
67	26,634	
68	26,410	
69	22,823	
70	22,284	
71	21,161	
72	18,200	
Average **	50,023	
Average All	47,166	

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TABLE I (Continued)

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF ADMISSIONS

Rank	Salary
1	85,482 *
2	(77,900)*
3	77,500 *
4	76,850 *
5	72,735 *
6	(71,820)*
7	71,024 *
8	70,744
9	70,269
10	69,828
11	69,825 *
12	69,000 *
13	(68,958)*
14	68,500 *
15	68,400
16	67,410 *
17	(67,200)*
18	67,000 *
19	66,692 *
20	66,150 *
21	66,000 *
22	65,808
23	65,604 *
24	65,500 *
25	65,000
26	64,809 *
27	64,248 *
28	64,000 *
29	63,288 *
30	63,176 *
31	62,694 *
32	62,500 *
33	62,500 *
34	62,449 *
35	62,160 *
36	61,500
37	(61,405)*
38	(61,400)
39	60,974
40	60,947 *
41	60,760
42	60,631
43	60,349
44	60,000
45	60,000 *
46	(60,000)*
47	59,500 *
48	59,051
49	58,330 *
50	58,154
51	58,008 *
52	58,000 *
53	(57,996)*
54	57,835 *
55	57,498
56	56,368 *
57	56,000
58	55,981
59	55,911 *
60	(55,757)
61	55,500 *
62	55,238 *
63	54,600 *
64	54,599 *
65	54,400
66	54,080 *
67	53,800
68	53,500 *
69	53,400 *
70	53,124
71	53,100 *
72	53,000 *
73	52,968
74	52,211
75	52,210 *
76	52,130 *
77	(52,000)
78	51,896
79	51,732 *
80	51,607 *
81	51,590
82	(51,555)
83	51,537
84	51,323
85	50,625 *
86	50,614
87	50,500 *
88	50,250
89	50,000
90	50,000
91	49,763
92	49,450 *
93	48,950
94	47,928 *
95	47,507 *
96	47,250
97	47,209 *
98	47,200 *
99	47,130
100	46,769
101	(46,005)*
102	46,000
103	46,000
104	45,432 *
105	44,000
106	43,841
107	43,500 *
108	43,100 *
109	42,879 *
110	42,772 *
111	42,764 *
112	42,300 *
113	42,200
114	41,664
115	41,500 *
116	40,425
117	40,265
118	(39,900)
119	39,354
120	38,573 *
121	37,960
122	37,221
123	36,782
124	36,400 *
125	35,644
126	34,980 *
127	34,965
128	34,839
129	34,203 *
130	33,050 *
131	31,558 *
132	31,380 *
133	29,640
134	28,242
135	27,733
136	27,084
Average ***	56,400
Average All	53,616

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STUDENT AFFAIRS OFFICERS:
REGISTRAR

Rank	Salary
1	78,800 *
2	(77,900)*
3	77,800 *
4	77,561 *
5	74,511
6	(71,820)*
7	71,035
8	70,989 *
9	69,215
10	67,920 *
11	67,800 *
12	(67,200)*
13	66,800 *
14	66,800 *
15	66,782 *
16	66,310
17	65,720 *
18	65,700 *
19	65,000 *
20	64,487 *
21	64,464 *
22	64,270 *
23	64,174 *
24	64,020 *
25	63,333 *
26	62,700
27	62,500 *
28	62,400 *
29	61,686 *
30	61,500
31	(61,405)*
32	(61,400)
33	61,150
34	60,596
35	60,478 *
36	59,815 *
37	59,200
38	59,137 *
39	58,905
40	58,737 *
41	58,443
42	58,206
43	58,008 *
44	58,000 *
45	(57,996)*
46	57,671 *
47	57,407 *
48	56,200 *
49	56,173 *
50	56,016
51	55,892
52	55,772 *
53	(55,757)
54	55,500 *
55	55,120 *
56	55,000 *
57	55,000 *
58	54,995 *
59	54,960 *
60	54,600 *
61	54,588 *
62	54,407 *
63	54,200 *
64	53,950 *
65	53,900
66	53,517
67	53,500 *
68	53,000 *
69	52,386
70	52,200
71	52,140 *
72	52,067 *
73	51,770
74	51,600 *
75	(51,555)
76	51,468
77	51,385 *
78	51,000
79	50,924
80	50,807
81	50,300 *
82	50,100 *
83	50,000
84	50,000 *
85	49,585
86	49,363
87	49,200
88	49,075
89	48,880
90	48,384 *
91	48,276 *
92	48,254
93	48,114
94	48,049
95	48,000
96	48,000 *
97	47,956 *
98	47,852 *
99	47,757
100	47,560
101	47,290
102	47,261
103	47,000 *
104	46,800 *
105	46,123
106	(46,005)*
107	45,040
108	45,000 *
109	44,982 *
110	44,273
111	44,061
112	43,841
113	43,207 *
114	42,975
115	42,952 *
116	42,864 *
117	42,600
118	42,434 *
119	41,671
120	41,600
121	41,600
122	41,331 *
123	40,300 *
124	(39,900)
125	38,004
126	37,832
127	37,682 *
128	37,060
129	35,608
130	35,040
131	34,300 *
132	34,147
133	32,031
134	31,481 *
Average "*"	56,262
Average All	53,643

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TABLE I (Continued)

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF FINANCIAL AID

Rank	Salary	
1	75,600	*
2	72,537	*
3	69,725	*
4	68,976	
5	67,400	*
6	66,875	*
7	66,479	
8	65,200	*
9	64,236	
10	63,720	*
11	63,597	*
12	63,171	*
13	62,651	*
14	61,104	*
15	60,852	
16	60,400	*
17	(60,000)	*
18	59,670	*
19	59,510	
20	59,350	*
21	59,000	*
22	58,300	*
23	58,008	*
24	58,000	*
25	58,000	*
26	57,910	*
27	57,596	
28	57,404	*
29	57,360	*
30	57,100	
31	56,720	*
32	56,430	
33	55,188	*
34	55,100	*
35	55,000	
36	54,894	
37	54,875	*
38	54,232	
39	54,192	
40	54,017	*
41	53,880	*
42	53,732	*
43	53,654	
44	53,300	
45	53,200	
46	53,124	
47	52,930	*
48	52,920	
49	52,500	*
50	52,247	
51	52,067	*
52	52,022	
53	52,015	*
54	51,836	*
55	51,800	*
56	51,770	
57	51,360	*
58	51,323	
59	51,108	
60	50,648	*
61	50,184	*
62	50,085	*
63	50,040	*
64	49,537	
65	49,500	*
66	49,229	*
67	49,105	
68	49,069	*
69	48,703	*
70	48,697	*
71	48,546	
72	48,400	*
73	48,150	*
74	48,039	*
75	47,950	
76	47,949	*
77	47,700	*
78	47,520	*
79	47,000	
80	46,800	*
81	46,759	
82	46,700	*
83	46,669	
84	46,650	*
85	46,520	*
86	46,466	*
87	46,010	*
88	46,000	*
89	45,510	*
90	45,109	
91	45,007	*
92	44,916	*
93	44,550	
94	44,497	
95	44,361	
96	44,100	
97	44,059	*
98	43,920	*
99	43,560	*
100	43,534	*
101	43,460	
102	43,373	
103	43,200	*
104	43,050	*
105	43,000	
106	42,116	
107	42,016	
108	41,808	
109	41,124	*
110	40,770	
111	40,728	*
112	40,112	*
113	40,000	
114	40,000	*
115	39,700	*
116	39,627	*
117	39,300	
118	38,624	
119	38,520	
120	38,515	
121	38,500	*
122	38,322	
123	38,030	*
124	37,929	*
125	37,740	
126	37,536	
127	37,150	
128	37,037	
129	36,913	
130	36,750	
131	36,101	
132	35,188	
133	34,371	
134	33,819	
135	33,004	
136	33,000	*
137	32,760	
138	31,500	
139	31,380	*
140	31,185	*
141	29,114	
142	29,000	
143	28,033	
144	27,994	
Average ***	51,130	
Average All	48,518	

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TABLE I (Continued)

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF HOUSING

Rank	Salary	
1	90,000	*
2	87,960	*
3	80,894	*
4	75,840	*
5	75,600	*
6	73,440	*
7	73,400	
8	73,300	*
9	71,315	*
10	69,825	*
11	68,869	
12	66,350	*
13	65,901	*
14	65,600	*
15	64,950	*
16	64,864	
17	64,716	*
18	63,901	
19	63,000	*
20	62,618	
21	62,616	
22	62,250	*
23	61,500	*
24	61,300	*
25	61,176	
26	60,980	
27	60,600	*
28	60,100	
29	60,000	
30	59,280	*
31	59,038	*
32	58,750	*
33	58,680	
34	57,880	*
35	57,851	*
36	57,200	*
37	56,650	*
38	56,556	
39	56,380	*
40	54,947	*
41	54,338	*
42	54,282	*
43	54,150	*
44	54,000	*
45	53,795	*
46	53,754	*
47	53,604	*
48	52,250	*
49	52,019	*
50	51,852	*
51	51,471	*
52	50,960	*
53	50,926	
54	50,344	*
55	50,000	*
56	49,623	
57	49,608	*
58	49,326	*
59	48,905	*
60	48,831	*
61	48,650	*
62	48,360	*
63	48,200	*
64	48,000	
65	48,000	
66	47,694	*
67	47,500	
68	47,300	*
69	46,725	
70	46,200	*
71	46,150	*
72	46,000	*
73	45,950	*
74	45,848	
75	45,808	*
76	45,768	
77	45,642	*
78	45,274	
79	44,190	
80	44,000	
81	43,680	*
82	43,654	*
83	43,500	
84	42,697	
85	42,488	*
86	42,483	
87	42,480	*
88	41,785	
89	41,500	*
90	41,075	
91	41,055	*
92	41,032	
93	40,920	*
94	40,550	
95	40,416	
96	40,074	
97	40,040	*
98	40,000	
99	40,000	*
100	39,336	*
101	39,120	
102	38,621	
103	38,592	
104	38,577	
105	37,731	
106	37,700	
107	37,500	
108	37,458	*
109	36,958	*
110	36,920	
111	36,750	
112	36,678	*
113	36,562	*
114	36,156	*
115	35,833	
116	35,431	
117	35,380	
118	34,272	
119	34,057	*
120	33,572	
121	33,000	
122	32,900	*
123	32,460	
124	32,206	
125	31,442	
126	31,274	
127	31,200	
128	30,780	*
129	30,626	
130	30,000	
131	27,857	
132	27,664	
133	25,212	*
134	20,494	
Average ***	52,943	
Average All	48,889	

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TABLE I (Continued)

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF STUDENT HEALTH CENTER

Rank	Salary	
1	119,172	*
2	115,000	*
3	111,724	*
4	109,000	*
5	105,897	*
6	102,459	*
7	101,807	
8	101,115	*
9	98,446	*
10	98,280	*
11	98,000	*
12	97,089	*
13	96,940	*
14	96,012	*
15	94,942	
16	94,594	*
17	93,848	*
18	89,820	
19	89,250	*
20	88,398	*
21	87,549	*
22	87,000	*
23	86,790	*
24	85,800	*
25	85,170	*
26	84,775	
27	83,680	*
28	83,164	*
29	79,040	
30	78,670	*
31	78,520	*
32	78,381	*
33	78,084	*
34	78,050	*
35	77,976	*
36	77,579	*
37	77,496	
38	77,099	
39	76,782	
40	76,236	*
41	75,338	
42	75,000	*
43	74,686	
44	74,508	*
45	74,316	*
46	74,315	*
47	73,886	*
48	73,868	*
49	72,600	*
50	72,200	*
51	71,675	*
52	71,614	*
53	70,674	
54	70,000	*
55	69,600	*
56	69,000	*
57	68,931	*
58	68,696	*
59	68,597	*
60	68,517	
61	67,769	
62	67,767	*
63	67,600	*
64	67,175	*
65	66,648	
66	66,500	*
67	66,369	*
68	66,358	*
69	65,853	*
70	65,208	*
71	64,584	*
72	64,501	
73	64,399	
74	63,880	*
75	63,314	
76	63,087	*
77	63,000	
78	62,628	*
79	61,673	
80	61,296	
81	60,300	*
82	60,000	
83	59,000	*
84	58,517	
85	58,000	
86	56,992	*
87	54,444	
88	53,211	*
89	51,771	*
90	51,428	
91	51,073	*
92	50,848	*
93	50,047	*
94	49,600	
95	49,251	
96	47,700	*
97	43,920	
98	42,870	
99	42,816	*
100	42,000	
101	42,000	
102	41,065	
103	38,000	
104	37,490	
105	37,093	
106	36,225	*
107	35,700	
108	34,481	
109	34,378	*
110	32,508	
111	31,913	
112	30,725	
113	28,392	
114	28,134	
115	24,840	
Average ***	75,945	
Average All	68,730	

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TABLE I (Continued)

OPERATIONS OFFICERS:
EXECUTIVE VICE PRESIDENT

Rank	Salary	
1	137,800	*
2	(136,500)	*
3	129,000	*
4	126,000	*
5	123,203	*
6	113,000	*
7	110,158	*
8	101,720	*
9	101,382	*
10	(100,776)	
11	100,200	*
12	97,000	
13	94,900	*
14	94,700	
15	93,419	*
16	88,594	
17	(87,000)	*
18	69,000	*
19	60,000	
Average ***	108,806	
Average All	103,387	

OPERATIONS OFFICERS:
ADMINISTRATIVE VICE PRESIDENT

Rank	Salary	
1	(125,000)	*
2	115,500	*
3	115,000	*
4	111,300	*
5	108,000	
6	(105,595)	
7	103,000	*
8	97,850	*
9	96,867	*
10	(96,000)	*
11	94,500	*
12	94,340	*
13	93,500	*
14	92,000	
15	90,000	*
16	90,000	*
17	89,891	*
18	(89,300)	
19	87,987	*
20	(87,000)	*
21	85,300	*
22	85,000	
23	85,000	*
24	(85,000)	*
25	84,800	*
26	84,270	
27	82,891	
28	82,866	*
29	81,113	*
30	(80,480)	*
31	78,672	
32	78,150	
33	(77,650)	
34	(76,824)	
35	76,330	
36	72,963	
37	(72,685)	*
38	71,118	*
39	70,500	
40	70,300	*
41	68,304	
42	66,656	*
43	64,600	*
44	63,000	
45	62,760	*
46	56,484	*
Average ***	87,897	
Average All	85,790	

OPERATIONS OFFICERS:
VICE PRES FOR INSTITUTIONAL PLANNING

Rank	Salary	
1	104,200	*
2	102,600	*
3	100,680	*
4	99,600	*
5	96,188	*
6	93,150	*
7	89,724	*
8	89,606	
9	87,433	
10	87,000	*
11	82,100	
12	81,996	
13	81,546	*
14	80,400	*
15	80,004	
16	78,000	
17	72,723	
18	(72,685)	*
19	71,907	*
20	70,924	
21	66,300	*
22	65,000	
23	63,200	
24	62,403	*
25	62,217	
26	58,800	*
27	(55,155)	*
Average ***	82,646	
Average All	79,835	

OPERATIONS OFFICERS:
LEGAL COUNSEL

Rank	Salary	
1	100,000	*
2	95,800	*
3	92,800	*
4	92,700	*
5	92,596	*
6	92,220	*
7	91,300	*
8	90,500	*
9	90,000	*
10	89,000	*
11	88,000	*
12	88,000	*
13	87,995	*
14	(87,450)	*
15	(86,940)	
16	84,800	*
17	84,000	*
18	83,149	*
19	81,252	
20	81,200	*
21	80,304	*
22	77,400	
23	77,000	*
24	76,884	
25	76,850	*
26	75,600	*
27	75,433	*
28	74,290	*
29	74,200	
30	73,700	*
31	73,164	*
32	70,000	*
33	69,850	
34	69,500	
35	69,277	
36	69,000	*
37	68,224	*
38	67,817	
39	67,500	*
40	67,315	*
41	67,047	
42	66,700	
43	66,449	*
44	65,000	
45	64,000	*
46	62,700	
47	61,982	
48	61,950	*
49	61,173	*
50	60,481	
51	60,000	
52	60,000	*
53	57,091	*
54	56,304	*
55	56,292	*

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TABLE I (Continued)

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OPERATIONS OFFICERS:
LEGAL COUNSEL

Rank	Salary
56	55,008
57	54,636 *
58	53,784 *
59	53,000
60	52,478
61	52,000
62	50,400
63	46,345
64	46,200 *
65	40,000 *
66	39,000 *
Average ***	74,472
Average All	71,258

OPERATIONS OFFICERS:
ASSISTANT TO THE
PRESIDENT

Rank	Salary
1	100,981 *
2	98,000 *
3	(92,200)*
4	91,500 *
5	91,000 *
6	87,500 *
7	87,300 *
8	87,158 *
9	85,000 *
10	84,450
11	84,315
12	81,900 *
13	81,750 *
14	80,600 *
15	80,000
16	79,536
17	78,825 *
18	78,400
19	77,940
20	76,426 *
21	(75,924)
22	75,336
23	74,304 *
24	74,300 *
25	74,200 *
26	73,753 *
27	73,308 *
28	73,000
29	72,168 *
30	72,000 *
31	72,000
32	71,600 *
33	71,400 *
34	71,286 *
35	69,555
36	69,500 *
37	69,300 *
38	69,149
39	68,356
40	67,500
41	(66,000)*
42	65,000 *
43	64,575
44	64,500 *
45	62,277 *
46	62,000 *
47	62,000
48	61,950 *
49	61,000
50	61,000
51	60,606 *
52	60,600
53	60,500
54	60,442
55	60,000
56	60,000
57	60,000
58	60,000 *
59	60,000 *
60	58,968 *
61	58,725
62	57,910 *
63	57,240
64	57,000
65	56,544 *
66	56,250 *
67	55,695 *
68	54,940 *
69	53,967
70	53,445 *
71	53,000
72	52,012 *
73	52,000 *
74	50,900
75	50,898
76	50,648 *
77	50,533 *
78	50,000 *
79	50,000 *
80	48,000 *
81	47,300
82	45,600
83	45,000 *
84	45,000 *
85	44,748 *
86	44,100 *
87	42,000
88	39,823
89	39,520
90	38,000 *
91	36,700 *
92	36,000 *
93	34,283
94	34,074
95	31,460
Average ***	65,823
Average All	63,657

OPERATIONS OFFICERS:
VICE PRESIDENT FOR
FACILITIES

Rank	Salary
1	103,400 *
2	99,360 *
3	95,000 *
4	88,996 *
5	88,950 *
6	88,800 *
7	88,400 *
8	86,000 *
9	85,800
10	82,430
11	76,000 *
12	73,020
13	73,000 *
14	72,000 *
15	71,880 *
16	70,200
17	68,364
18	67,990 *
19	66,150 *
20	(66,000)*
Average ***	82,128
Average All	80,587

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TABLE I (Continued)

OPERATIONS OFFICERS:
DIRECTOR OF
FACILITIES PLANNING

Rank	Salary	
1	93,300	*
2	90,300	*
3	84,705	*
4	80,940	*
5	80,000	*
6	79,884	*
7	74,366	*
8	71,688	*
9	71,100	*
10	71,000	
11	70,000	
12	68,196	
13	68,130	*
14	68,047	*
15	67,529	*
16	65,000	*
17	65,000	*
18	64,480	
19	64,140	
20	63,500	
21	63,264	
22	63,164	*
23	63,072	*
24	62,954	
25	62,850	
26	(62,690)	
27	62,300	*
28	62,000	*
29	61,732	
30	60,500	*
31	60,000	
32	58,920	
33	58,211	
34	58,000	*
35	57,713	*
36	57,500	*
37	57,000	*
38	56,000	*
39	55,783	*
40	55,400	*
41	54,400	
42	54,295	
43	54,050	*
44	53,760	*
45	52,500	
46	52,175	*
47	52,000	*
48	51,588	*
49	50,863	*
50	50,000	
51	50,000	*
52	48,000	
53	47,868	
54	47,862	*
55	47,814	*
56	45,611	
57	45,531	*
58	43,050	
59	42,640	
60	41,880	*
61	41,781	
62	41,080	*
63	39,528	*
64	39,508	
65	36,461	*
66	33,900	*
67	33,407	
Average ***	60,169	
Average All	58,387	

OPERATIONS OFFICERS:
DIRECTOR OF
PHYSICAL PLANT

Rank	Salary	
1	93,500	*
2	87,400	*
3	86,250	
4	84,800	*
5	84,700	*
6	83,500	*
7	83,005	*
8	80,839	
9	80,388	*
10	80,200	*
11	80,037	*
12	79,125	*
13	78,975	*
14	77,546	
15	77,400	*
16	76,118	*
17	75,000	*
18	74,507	*
19	74,100	*
20	74,000	
21	73,250	*
22	73,131	*
23	73,100	*
24	72,800	*
25	71,880	*
26	70,473	*
27	70,298	*
28	69,500	*
29	69,000	*
30	68,850	*
31	68,800	*
32	68,601	*
33	68,600	*
34	68,500	*
35	68,000	*
36	67,600	*
37	67,536	
38	67,427	*
39	67,129	*
40	66,444	*
41	66,319	*
42	66,200	
43	66,000	*
44	(66,000)	*
45	65,424	
46	65,150	
47	65,115	
48	65,112	
49	64,800	
50	64,656	
51	64,422	*
52	64,400	
53	64,276	
54	64,000	*
55	63,400	
56	63,252	*
57	63,000	*
58	63,000	*
59	63,000	
60	62,700	
61	(62,690)	
62	62,504	
63	62,340	*
64	62,082	*
65	62,000	
66	61,900	
67	61,491	
68	61,425	*
69	61,250	
70	61,000	*
71	60,540	*
72	60,228	*
73	60,100	
74	60,000	
75	59,888	
76	59,676	
77	59,500	*
78	59,336	
79	59,280	
80	59,000	
81	58,800	*
82	58,800	
83	58,428	
84	58,308	
85	58,268	
86	58,000	
87	57,550	*
88	57,300	
89	57,156	
90	57,000	*
91	57,000	
92	57,000	*
93	56,700	*
94	56,391	*
95	56,000	*
96	55,651	
97	55,313	
98	55,161	*
99	54,810	
100	54,379	*
101	54,320	*
102	54,250	*
103	54,224	*
104	53,900	*

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OPERATIONS OFFICERS:
DIRECTOR OF
PHYSICAL PLANT

Rank	Salary	
105	53,808	
106	53,568	
107	53,400	*
108	53,300	*
109	53,195	
110	52,987	
111	52,728	*
112	52,671	*
113	52,000	
114	51,979	*
115	50,736	
116	50,440	
117	50,410	*
118	50,400	
119	50,400	*
120	49,000	
121	48,451	
122	48,268	*
123	48,156	*
124	47,658	
125	47,400	
126	47,171	
127	45,300	
128	45,219	
129	44,978	*
130	44,257	*
131	44,129	*
132	43,689	
133	42,300	*
134	41,837	
135	40,705	
136	38,616	*
137	36,627	
138	36,337	
139	31,516	
Average ***	64,422	
Average All	61,274	

OPERATIONS OFFICERS:
DIRECTOR OF
PUBLIC SAFETY

Rank	Salary	
1	86,500	*
2	74,331	
3	72,200	
4	70,500	*
5	70,200	*
6	70,041	*
7	69,503	*
8	68,400	*
9	68,000	
10	67,391	
11	66,022	*
12	65,872	*
13	65,460	
14	65,000	*
15	65,000	*
16	63,975	*
17	63,312	
18	62,000	*
19	61,772	*
20	61,772	*
21	61,368	*
22	61,083	*
23	60,500	
24	60,000	*
25	58,686	*
26	58,300	*
27	58,150	
28	57,700	*
29	57,200	*
30	56,500	*
31	56,200	*
32	56,160	*
33	56,000	*
34	55,262	*
35	55,125	*
36	55,049	*
37	55,000	
38	54,888	*
39	54,704	*
40	54,405	
41	54,000	*
42	53,600	*
43	53,569	*
44	53,059	*
45	53,000	*
46	52,620	
47	52,525	
48	52,000	*
49	51,450	*
50	51,450	
51	50,800	*
52	50,300	
53	50,004	*
54	50,000	
55	50,000	*
56	49,896	*
57	49,800	*
58	49,304	
59	49,150	
60	49,003	*
61	48,732	*
62	48,398	
63	48,104	
64	47,900	
65	47,803	*
66	47,570	*
67	47,468	
68	47,400	
69	47,000	*
70	46,800	
71	46,749	*
72	46,560	*
73	46,348	
74	46,322	
75	46,000	*
76	45,432	
77	45,336	
78	45,224	*
79	45,069	
80	45,000	
81	44,892	*
82	44,890	*
83	44,075	*
84	43,680	*
85	43,200	*
86	43,000	
87	41,809	
88	41,507	
89	41,300	*
90	41,186	*
91	40,400	*
92	40,235	*
93	39,935	
94	39,600	*
95	39,375	
96	39,000	
97	38,976	*
98	38,700	
99	37,842	
100	37,649	
101	37,599	
102	37,459	*
103	37,164	*
104	36,750	
105	36,600	
106	36,150	
107	35,760	
108	35,475	*
109	35,277	
110	34,920	
111	34,815	*
112	33,532	
113	33,280	
114	33,006	
115	32,251	*
116	31,920	
117	30,426	*
118	29,800	*
119	29,286	
120	27,040	
121	26,434	*
122	26,150	*
123	25,105	*
124	24,956	
Average ***	51,168	
Average All	48,893	

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TABLE I (Continued)

PUBLIC RELATIONS OFFICERS:
VICE PRESIDENT FOR INSTITUTIONAL ADVANCEMENT

Rank	Salary
1	(119,450)*
2	111,051
3	109,700 *
4	(104,000)*
5	103,000 *
6	95,757 *
7	95,580 *
8	95,000 *
9	(93,960)*
10	93,557 *
11	90,800 *
12	90,100 *
13	90,000
14	90,000
15	(89,750)*
16	89,600
17	89,500 *
18	88,620 *
19	88,552 *
20	87,414 *
21	87,349 *
22	86,820
23	86,000
24	84,000
25	82,891
26	82,539
27	81,800
28	81,710 *
29	81,122 *
30	80,000
31	80,000
32	80,000 *
33	78,375
34	77,880 *
35	76,500
36	(76,140)
37	74,400 *
38	74,250
39	74,000 *
40	73,300
41	73,080
42	72,048 *
43	(72,000)*
44	72,000
45	70,057
46	69,615
47	68,000
48	68,000
49	66,600
50	66,340
51	(65,000)*
52	63,469 *
53	63,000
54	(62,424)
55	62,346 *
56	61,360
57	58,000
58	55,000
59	42,667
Average ***	86,645
Average All	80,432

PUBLIC RELATIONS OFFICERS:
VICE PRESIDENT FOR PUBLIC RELATIONS/INFORMATION

Rank	Salary
1	(104,000)*
2	(104,000)*
3	99,000 *
4	94,744 *
5	(93,960)*
6	(92,200)*
7	90,613 *
8	90,000 *
9	89,508 *
10	86,000 *
11	85,380 *
12	85,300 *
13	85,000 *
14	83,782 *
15	(81,500)
16	78,000 *
17	75,750 *
18	74,610
19	73,760
20	73,500 *
21	71,700 *
22	71,500
23	70,989 *
24	70,900 *
25	67,000 *
26	(62,424)
27	60,357 *
28	60,000
29	55,550 *
30	51,516 *
Average ***	81,615
Average All	79,418

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF PUBLIC RELATIONS/INFORMATION

Rank	Salary
1	95,000 *
2	83,520
3	82,999
4	82,430
5	78,000 *
6	77,700 *
7	77,382 *
8	76,300 *
9	71,976
10	71,300 *
11	69,585 *
12	68,000 *
13	67,626
14	(67,100)
15	66,100
16	66,000 *
17	64,900
18	64,896 *
19	64,000 *
20	63,600 *
21	63,000 *
22	63,000 *
23	62,400 *
24	62,381 *
25	62,139
26	62,000 *
27	60,500 *
28	60,200 *
29	60,100 *
30	60,000 *
31	59,700
32	59,407
33	59,000 *
34	58,200 *
35	57,716 *
36	56,601 *
37	56,263 *
38	56,170 *
39	56,100 *
40	56,000 *
41	56,000 *
42	56,000 *
43	56,000 *
44	55,507 *
45	54,581
46	54,000 *
47	52,800
48	52,800
49	52,682 *
50	52,436
51	52,300
52	52,237
53	52,000 *
54	51,896 *
55	50,990
56	50,509
57	50,400 *
58	50,358
59	50,280
60	50,004 *
61	50,000
62	50,000 *
63	49,951 *

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PUBLIC RELATIONS OFFICERS:
DIRECTOR OF PUBLIC RELATIONS/INFORMATION

Rank	Salary	
64	49,920	*
65	49,440	*
66	49,217	*
67	49,000	*
68	49,000	*
69	49,000	*
70	48,883	
71	48,810	*
72	48,800	
73	47,841	*
74	47,500	*
75	47,500	
76	47,323	
77	46,826	
78	46,286	
79	46,200	
80	46,074	*
81	46,000	
82	45,860	
83	45,765	
84	45,675	
85	45,611	
86	45,011	
87	43,760	
88	43,595	
89	43,000	
90	43,000	*
91	42,993	
92	42,629	
93	41,704	*
94	41,445	*
95	38,850	
96	38,736	*
97	38,361	
98	38,328	
99	38,004	
100	38,000	
101	37,884	
102	37,536	
103	36,750	
104	36,704	
105	36,414	*
106	36,180	
107	35,430	*
108	35,257	
109	32,322	*
110	29,120	
111	26,953	
112	26,624	
Average ***	56,391	
Average All	52,894	

PUBLIC RELATIONS OFFICERS:
VICE PRESIDENT FOR LEGISLATIVE RELATIONS

Rank	Salary	
1	113,724	*
2	90,000	*
3	82,500	*
4	80,000	*
5	79,361	
6	73,000	*
7	72,500	*
8	(65,000)	*
Average ***	82,389	
Average All	82,011	

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF LEGISLATIVE RELATIONS

Rank	Salary	
1	92,640	*
2	(86,940)	
3	75,926	*
4	(75,924)	
5	75,000	*
6	73,500	
7	73,000	
8	72,500	*
9	71,550	
10	71,000	
11	70,000	
12	69,863	*
13	69,570	
14	69,300	*
15	67,600	*
16	67,600	*
17	66,000	
18	64,776	*
19	64,200	*
20	64,008	*
21	63,800	
22	62,300	*
23	60,700	*
24	60,375	*
25	59,500	*
26	59,122	*
27	57,490	
28	53,230	
29	52,524	*
30	52,249	*
31	52,115	*
32	51,000	*
33	51,000	*
34	50,500	
35	48,509	
36	48,432	*
37	48,204	*
38	47,783	*
39	46,800	
40	42,772	*
41	36,294	*
42	36,000	*
Average ***	59,399	
Average All	61,467	

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TABLE I (Continued)

PUBLIC RELATIONS OFFICERS:
VICE PRESIDENT FOR DEVELOPMENT

Rank	Salary	
1	144,229	*
2	110,200	*
3	110,000	*
4	(104,000)	*
5	100,000	*
6	99,000	*
7	98,300	*
8	98,000	*
9	97,800	*
10	94,710	*
11	90,100	*
12	89,775	*
13	(89,750)	*
14	89,000	*
15	88,195	
16	(87,090)	*
17	86,500	
18	85,780	*
19	83,500	*
20	83,500	*
21	83,076	
22	82,700	*
23	82,000	*
24	(81,500)	
25	79,000	*
26	78,000	*
27	(77,804)	
28	75,500	*
29	74,025	
30	(72,000)	*
31	71,899	*
32	68,075	*
33	63,000	
34	63,000	*
Average ***	89,885	
Average All	87,677	

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF DEVELOPMENT

Rank	Salary	
1	102,823	*
2	90,000	*
3	89,708	*
4	88,500	*
5	85,085	
6	83,250	*
7	(80,855)	*
8	80,500	*
9	76,000	*
10	74,500	*
11	74,000	
12	74,000	*
13	73,500	
14	72,336	
15	72,120	*
16	71,065	
17	70,200	
18	69,365	*
19	69,015	*
20	67,449	
21	66,420	*
22	66,073	*
23	65,214	
24	65,000	
25	64,000	*
26	63,600	*
27	63,000	*
28	62,996	
29	62,000	*
30	61,880	
31	61,569	*
32	61,554	
33	60,504	
34	60,012	
35	60,000	*
36	59,148	
37	59,000	*
38	59,000	*
39	58,040	*
40	57,304	
41	55,561	*
42	55,151	*
43	55,000	*
44	53,244	*
45	52,250	
46	51,750	*
47	51,495	
48	50,448	
49	50,000	
50	50,000	*
51	50,000	*
52	49,600	*
53	48,758	
54	48,300	*
55	48,000	
56	47,172	*
57	46,240	*
58	46,000	*
59	45,342	
60	44,720	
61	43,680	
62	42,631	
63	(40,032)	
64	40,000	*
65	38,736	*
66	38,538	
67	38,500	
68	36,750	
69	36,000	
70	35,000	
71	35,000	*
72	35,000	
73	34,635	
Average ***	62,951	
Average All	58,824	

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF ALUMNI SERVICES

Rank	Salary	
1	101,000	*
2	100,100	*
3	87,000	*
4	85,500	*
5	(80,855)	*
6	74,200	*
7	72,450	*
8	70,560	*
9	70,000	
10	69,111	*
11	68,562	*
12	68,520	*
13	68,181	
14	67,500	*
15	65,240	*
16	65,199	*
17	64,621	*
18	63,000	*
19	62,970	*
20	62,692	*
21	61,488	
22	60,757	
23	60,560	*
24	60,103	*
25	60,000	*
26	59,000	*
27	58,272	*
28	58,000	*
29	58,000	
30	57,720	*
31	57,285	
32	55,650	*
33	55,198	
34	55,000	*
35	54,000	*
36	54,000	*
37	53,640	*
38	53,004	*
39	53,000	*
40	52,800	
41	52,776	*
42	52,200	*
43	51,350	
44	51,230	
45	50,943	*
46	50,800	*
47	50,556	*
48	50,500	*
49	50,000	*
50	49,800	
51	49,500	
52	49,400	*
53	48,854	*
54	48,837	*
55	48,500	

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(Continued)

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF ALUMNI SERVICES

Rank	Salary	
56	47,250	
57	46,200	
58	46,072	*
59	46,016	
60	45,675	
61	45,291	*
62	45,005	
63	44,520	*
64	44,245	
65	43,955	*
66	43,200	
67	43,084	
68	42,945	*
69	42,736	
70	41,808	
71	41,475	
72	41,200	*
73	40,872	*
74	40,436	
75	40,394	*
76	40,333	
77	40,000	
78	40,000	*
79	40,000	*
80	40,000	
81	39,663	
82	39,520	
83	39,190	
84	38,500	
85	38,500	
86	38,124	*
87	37,867	
88	37,788	*
89	37,094	*
90	36,750	
91	36,430	*
92	36,429	
93	36,400	
94	36,364	
95	36,180	
96	36,180	
97	35,381	
98	35,000	
99	34,884	*
100	34,512	
101	34,320	
102	34,132	
103	33,845	
104	33,530	
105	32,256	
106	31,952	
107	31,525	
108	30,594	
109	28,090	
110	27,120	
111	24,650	*
Average ***	56,209	
Average All	49,689	

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF COOPERATIVE EXTENSION

Rank	Salary	
1	(113,900)	*
2	104,600	*
3	104,182	*
4	101,000	*
5	98,800	*
6	94,800	*
7	92,000	*
8	90,000	*
9	88,700	*
10	88,257	*
11	87,393	*
12	86,915	*
13	86,500	*
14	85,764	*
15	82,480	*
16	80,000	*
17	79,997	*
18	76,000	*
19	75,200	*
20	74,520	*
21	73,920	*
22	73,600	*
23	72,428	*
24	70,764	*
25	70,000	*
26	67,764	*
27	64,958	*
28	62,990	*
29	59,590	*
30	58,204	*
31	55,000	
32	55,000	*
33	53,550	
34	53,415	*
35	41,828	
36	38,000	*
37	33,528	
38	32,425	
Average ***	79,141	
Average All	74,420	

RESEARCH OFFICERS:
VICE PRESIDENT FOR RESEARCH

Rank	Salary	
1	121,800	*
2	116,700	*
3	114,415	*
4	112,300	*
5	112,000	*
6	105,000	*
7	102,000	
8	100,000	*
9	99,361	*
10	97,760	*
11	96,500	*
12	95,000	
13	93,000	*
14	92,508	*
15	92,383	*
16	91,750	*
17	90,000	
18	90,000	*
19	89,864	*
20	89,403	
21	88,300	*
22	86,400	*
23	85,367	*
24	85,000	
25	84,500	*
26	84,200	*
27	83,520	*
28	83,000	
29	82,800	
30	82,500	
31	81,920	*
32	81,000	*
33	80,000	*
34	79,000	*
35	77,460	*
36	76,656	
37	74,500	*
38	73,000	*
39	72,474	
40	71,508	
41	70,000	
42	69,689	
43	60,000	
Average ***	92,569	
Average All	88,710	

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TABLE I (Continued)

RESEARCH OFFICERS:
VICE PRES FOR RESEARCH
AND GRADUATE DEAN

Rank	Salary	
1	111,400	*
2	109,293	*
3	108,160	
4	107,600	*
5	105,840	*
6	103,000	*
7	103,000	*
8	102,000	*
9	98,000	*
10	96,600	*
11	94,739	*
12	94,700	*
13	93,192	*
14	92,400	*
15	92,000	*
16	90,613	*
17	90,185	
18	89,400	
19	88,152	*
20	85,979	*
21	85,280	
22	85,008	*
23	84,885	*
24	84,350	*
25	83,978	*
26	83,200	
27	82,000	*
28	81,480	*
29	81,000	*
30	80,000	
31	79,019	
32	76,450	*
33	76,183	
34	73,600	*
35	71,605	
36	70,400	
37	69,000	*
Average ***	91,491	
Average All	89,289	

RESEARCH OFFICERS:
DIRECTOR OF RESEARCH
(CONTRACTS & GRANTS)

Rank	Salary	
1	100,700	*
2	98,640	*
3	97,361	*
4	92,500	*
5	89,200	*
6	82,401	*
7	81,186	*
8	79,879	*
9	79,440	*
10	79,235	
11	79,000	*
12	78,700	*
13	78,525	
14	78,300	
15	78,200	*
16	(77,970)	*
17	77,400	
18	77,300	*
19	75,714	*
20	75,175	*
21	73,923	*
22	72,000	*
23	71,538	*
24	71,447	*
25	71,016	*
26	69,778	*
27	69,150	*
28	69,058	*
29	68,210	
30	67,656	*
31	67,450	*
32	66,184	*
33	66,000	*
34	65,666	*
35	65,308	*
36	65,000	
37	65,000	
38	64,050	
39	63,758	
40	63,500	*
41	63,300	*
42	63,000	*
43	62,843	*
44	62,251	*
45	62,000	*
46	61,972	*
47	61,251	
48	61,159	
49	60,735	*
50	60,382	*
51	60,300	*
52	60,300	*
53	60,000	
54	59,807	
55	59,545	
56	59,250	
57	59,232	
58	58,714	
59	58,311	*
60	58,000	
61	57,834	
62	57,630	*
63	57,255	
64	56,450	
65	55,704	
66	55,649	*
67	55,343	
68	54,540	*
69	53,703	*
70	53,424	
71	53,000	*
72	53,000	*
73	52,955	
74	52,584	
75	52,205	
76	52,000	
77	51,581	*
78	51,384	
79	51,220	
80	50,989	
81	50,960	*
82	49,452	*
83	48,636	*
84	48,367	
85	47,711	*
86	47,475	
87	47,300	*
88	47,280	*
89	46,608	*
90	46,440	*
91	45,523	*
92	45,126	*
93	43,575	
94	43,056	*
95	42,848	
96	42,775	
97	41,769	
98	40,657	*
99	39,520	
100	39,110	*
101	39,000	
102	38,700	*
103	38,675	
104	37,395	*
105	36,563	*
106	36,400	
107	36,000	*
108	34,909	*
109	34,335	*
110	31,854	*
111	25,596	
Average ***	61,959	
Average All	59,432	

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TABLE I (Continued)

RESEARCH OFFICERS:
DIRECTOR OF INSTITUTIONAL RESEARCH

Rank	Salary	
1	84,525	*
2	(81,000)	*
3	80,443	
4	79,284	*
5	71,500	*
6	69,160	*
7	68,900	*
8	68,200	*
9	66,400	*
10	66,310	
11	65,952	
12	65,500	*
13	64,224	
14	64,150	*
15	63,911	*
16	63,600	*
17	63,400	*
18	63,000	*
19	62,485	*
20	62,360	
21	62,004	
22	61,800	
23	61,400	*
24	61,374	
25	61,360	*
26	60,883	*
27	60,840	
28	60,680	*
29	60,500	
30	60,034	*
31	60,000	*
32	60,000	*
33	59,900	*
34	59,500	*
35	59,000	*
36	58,776	*
37	58,160	*
38	58,000	*
39	57,540	*
40	57,197	*
41	57,000	*
42	56,609	
43	56,600	
44	56,400	*
45	56,300	
46	56,100	*
47	56,000	*
48	(55,155)	*
49	55,000	
50	55,000	*
51	54,768	*
52	54,600	
53	54,000	*
54	53,514	*
55	53,500	
56	53,200	
57	53,200	*
58	53,000	*
59	53,000	*
60	53,000	*
61	52,950	*
62	52,650	*
63	52,500	*
64	52,499	*
65	52,416	*
66	52,019	*
67	51,881	*
68	50,782	
69	50,625	
70	50,400	*
71	50,003	
72	49,260	
73	49,000	
74	48,300	
75	48,000	
76	47,600	*
77	47,540	
78	47,250	*
79	46,800	
80	46,675	*
81	46,604	
82	46,483	*
83	45,667	
84	45,528	*
85	45,000	
86	44,850	*
87	44,334	
88	44,304	*
89	43,236	*
90	42,328	
91	42,250	
92	42,025	
93	42,000	*
94	41,550	*
95	41,434	
96	41,268	*
97	41,073	*
98	40,560	
99	40,500	*
100	39,273	
101	38,910	
102	37,500	*
103	36,670	*
104	33,837	*
105	33,000	
106	(32,506)	
107	32,000	
108	25,713	*
Average ***	55,308	
Average All	53,692	

DEANS:
AGRICULTURE

Rank	Salary	
1	159,000	*
2	119,200	*
3	112,000	*
4	112,000	*
5	109,290	*
6	108,896	*
7	(106,700)	*
8	106,500	*
9	105,100	*
10	104,500	*
11	103,350	*
12	102,500	*
13	101,880	*
14	100,500	*
15	100,239	*
16	99,500	*
17	98,500	*
18	98,000	*
19	96,495	*
20	93,600	*
21	93,533	*
22	93,500	*
23	92,700	*
24	92,000	*
25	89,448	*
26	87,775	*
27	85,600	*
28	85,280	*
29	84,700	*
30	84,075	*
31	82,586	*
32	82,130	*
33	81,750	*
34	81,400	
35	81,261	*
36	79,206	*
37	77,200	*
38	76,380	*
39	75,888	*
40	74,500	*
41	74,000	*
42	73,300	*
43	71,600	*
44	(65,912)	
45	63,808	*
46	55,317	
47	54,080	
Average ***	93,488	
Average All	90,993	

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TABLE I (Continued)

DEANS:
ARCHITECTURE

Rank	Salary	
1	111,000	*
2	104,200	*
3	100,080	*
4	99,932	*
5	99,228	*
6	99,000	*
7	97,679	*
8	96,800	*
9	96,218	*
10	95,000	*
11	94,600	*
12	93,588	*
13	(90,804)	*
14	88,000	*
15	88,000	*
16	86,509	*
17	85,050	*
18	85,000	*
19	85,000	*
20	84,800	
21	84,000	*
22	81,500	*
23	80,000	*
24	80,000	*
25	80,000	*
26	77,500	*
27	77,450	*
28	77,000	*
29	76,400	*
30	76,150	*
31	76,000	
32	75,932	
33	75,711	*
34	73,600	*
35	70,000	*
36	69,904	*
37	64,644	*
38	62,520	*
39	(60,000)	*
40	56,700	
41	55,541	*
42	47,840	
Average ***	84,260	
Average All	82,354	

DEANS:
ARTS AND LETTERS

Rank	Salary	
1	(100,000)	*
2	100,000	*
3	97,700	*
4	96,000	
5	94,200	
6	90,961	*
7	83,664	
8	82,500	
9	78,375	
10	74,000	
11	72,000	
12	54,247	
Average ***	97,165	
Average All	85,304	

DEANS:
ARTS AND SCIENCES

Rank	Salary	
1	138,300	*
2	132,000	*
3	130,000	*
4	125,000	*
5	115,000	*
6	112,300	*
7	112,007	*
8	109,498	*
9	104,041	
10	103,000	*
11	101,700	
12	101,000	*
13	(100,000)	*
14	100,000	*
15	98,850	*
16	98,700	*
17	98,000	*
18	97,500	*
19	96,000	*
20	95,000	*
21	95,000	*
22	93,660	
23	93,000	*
24	93,000	*
25	91,520	*
26	91,500	*
27	91,380	*
28	91,200	
29	90,750	
30	90,200	
31	90,000	
32	88,500	*
33	87,610	
34	87,400	*
35	87,400	*
36	87,200	*
37	87,000	*
38	86,775	*
39	86,500	*
40	86,100	*
41	86,000	
42	86,000	*
43	85,100	*
44	85,008	*
45	84,878	*
46	84,800	
47	82,500	
48	82,236	
49	82,000	*
50	81,620	
51	81,541	
52	81,300	*
53	80,000	
54	80,000	*
55	78,275	*
56	77,368	*
57	77,000	
58	76,250	*
59	75,477	*
60	75,165	
61	73,000	
62	73,000	
63	72,792	*
64	72,700	
65	72,200	*
66	72,150	
67	72,000	
68	70,350	
69	70,123	
70	69,714	
71	68,145	*
72	68,102	
73	67,872	
74	67,229	
75	66,260	
76	66,000	*
77	65,000	
78	65,000	
79	65,000	
80	63,294	
81	62,779	*
82	62,760	*
83	60,840	
84	60,000	*
85	59,099	*
Average ***	90,782	
Average All	85,547	

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TABLE I (Continued)

DEANS:
BUSINESS/INDUSTRIAL MANAGEMENT

Rank	Salary	
1	155,451	*
2	148,400	*
3	145,603	*
4	139,000	*
5	136,080	*
6	135,800	
7	133,500	*
8	132,000	*
9	126,400	*
10	118,000	*
11	118,000	*
12	116,500	*
13	116,000	*
14	114,000	*
15	113,379	*
16	112,500	*
17	112,007	*
18	109,450	*
19	108,600	*
20	108,510	*
21	108,100	*
22	106,500	*
23	106,400	*
24	105,000	*
25	104,000	*
26	103,296	*
27	101,520	*
28	101,500	
29	101,000	*
30	100,900	
31	100,008	*
32	100,000	*
33	100,000	*
34	100,000	
35	99,850	
36	99,500	*
37	99,300	*
38	99,000	*
39	99,000	*
40	98,516	*
41	98,182	*
42	97,525	*
43	97,098	
44	97,000	*
45	96,949	*
46	96,931	*
47	96,761	
48	95,000	*
49	95,000	
50	95,000	
51	94,938	*
52	94,697	*
53	94,500	*
54	92,820	*
55	92,500	
56	92,500	
57	92,112	*
58	92,000	
59	91,000	
60	91,000	*
61	90,566	*
62	90,500	
63	90,300	*
64	90,100	
65	89,875	*
66	89,640	
67	89,052	*
68	89,050	
69	88,631	*
70	88,032	
71	87,200	
72	86,000	
73	85,655	
74	85,600	
75	85,380	*
76	84,330	
77	84,295	*
78	84,278	*
79	84,000	
80	83,473	
81	83,161	*
82	82,944	
83	82,800	
84	82,400	
85	82,328	*
86	82,200	
87	82,000	*
88	81,900	
89	81,000	*
90	80,605	*
91	80,000	
92	79,900	
93	79,500	
94	78,756	*
95	78,300	
96	78,300	*
97	78,122	*
98	77,600	
99	76,000	*
100	75,750	
101	75,600	
102	75,250	*
103	73,500	*
104	72,600	*
105	72,591	
106	71,276	
107	71,000	
108	70,952	
109	70,000	*
110	69,864	
111	69,714	
112	69,222	*
113	69,000	
114	67,229	
115	66,933	*
116	66,879	
117	63,790	*
118	63,003	
119	63,000	
120	62,400	
121	60,349	
122	50,000	
Average "*"	99,297	
Average All	92,375	

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DEANS:
CONTINUING EDUCATION

Rank	Salary	
1	113,400	*
2	106,243	*
3	96,000	*
4	92,700	*
5	90,000	*
6	89,700	*
7	89,500	*
8	89,172	*
9	86,093	*
10	85,000	*
11	85,000	*
12	84,900	*
13	83,850	*
14	83,574	*
15	83,500	
16	83,000	*
17	83,000	*
18	82,181	*
19	81,000	
20	80,546	
21	80,497	*
22	79,440	*
23	79,020	
24	78,896	*
25	78,444	*
26	78,250	*
27	77,028	*
28	76,089	*
29	75,936	
30	75,738	*
31	75,400	*
32	74,313	
33	74,150	
34	74,000	*
35	73,900	
36	73,850	
37	73,600	*
38	73,300	*
39	73,091	*
40	73,000	
41	72,120	
42	71,772	*
43	70,500	
44	70,188	*
45	70,108	*
46	68,900	*
47	68,000	*
48	68,000	*
49	67,500	*
50	67,296	
51	66,633	*
52	66,500	*
53	66,000	*
54	65,856	*
55	65,100	*
56	65,021	
57	64,924	
58	64,281	
59	64,043	
60	62,500	
61	62,250	
62	62,128	*
63	61,004	
64	60,900	
65	60,860	*
66	60,623	
67	60,375	
68	60,023	
69	60,000	*
70	59,892	
71	59,300	
72	59,000	
73	59,000	
74	58,589	
75	57,600	*
76	57,372	*
77	57,100	*
78	55,650	
79	55,048	
80	55,000	*
81	53,440	*
82	50,049	
83	50,000	
84	49,162	*
85	48,859	
86	48,830	
87	48,110	*
88	45,918	
89	45,689	*
90	43,068	
91	40,000	*
Average ***	73,669	
Average All	69,631	

DEANS:
EARTH SCIENCES/
NATURAL RESOURCES

Rank	Salary	
1	119,400	*
2	100,975	*
3	88,005	*
4	86,767	
5	85,600	*
6	83,600	*
7	77,951	*
8	76,045	*
Average ***	90,225	
Average All	89,793	

DEANS:
EDUCATION

Rank	Salary	
1	113,000	*
2	112,100	*
3	107,683	
4	105,250	*
5	104,370	*
6	100,000	*
7	100,000	*
8	98,566	*
9	98,500	*
10	97,500	*
11	97,000	*
12	96,750	
13	96,480	*
14	96,000	*
15	95,957	*
16	95,000	*
17	95,000	*
18	94,600	*
19	93,000	*
20	93,000	*
21	92,600	*
22	92,000	*
23	91,845	*
24	91,500	*
25	91,350	*
26	91,000	
27	90,700	*
28	90,129	*
29	90,000	*
30	89,750	*
31	(89,000)	*
32	87,591	
33	87,278	*
34	87,024	*
35	87,000	*
36	87,000	*
37	86,453	*
38	86,400	*
39	85,800	
40	85,334	
41	85,300	
42	85,000	*
43	84,540	*
44	84,450	*
45	84,444	
46	84,000	
47	84,000	
48	83,500	
49	83,244	
50	83,200	
51	83,000	
52	82,968	*
53	82,780	*
54	82,600	
55	82,500	

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DEANS:
EDUCATION

Rank	Salary
56	82,000 *
57	81,800
58	81,741
59	81,000
60	81,000
61	80,782 *
62	80,000
63	80,000 *
64	80,000
65	79,695 *
66	79,564 *
67	79,440 *
68	79,400
69	78,850 *
70	78,700 *
71	78,688 *
72	78,500
73	78,423 *
74	78,000 *
75	77,575
76	77,508 *
77	77,300 *
78	77,212 *
79	76,694 *
80	76,440 *
81	76,200 *
82	75,050 *
83	75,000
84	74,004
85	74,000 *
86	73,600
87	73,278 *
88	72,900
89	72,500 *
90	72,500 *
91	71,760
92	71,551
93	71,000
94	70,893
95	70,392
96	69,818 *
97	69,714
98	69,600 *
99	69,500
100	68,700
101	68,000 *
102	68,000 *
103	67,253
104	67,229
105	67,000 *
106	66,879
107	66,706 *
108	65,926
109	65,892 *
110	65,100
111	65,000 *
112	64,428
113	64,000 *
114	64,000 *
115	63,900
116	63,790 *
117	63,750
118	63,003
119	60,878 *
120	60,000
121	58,240
122	57,194
123	57,000
124	54,915 *
125	52,000
126	47,600
Average ***	83,588
Average All	79,960

DEANS:
ENGINEERING

Rank	Salary
1	160,500 *
2	159,600 *
3	152,250 *
4	147,000 *
5	133,000 *
6	128,000 *
7	125,458 *
8	125,400 *
9	123,500 *
10	121,408 *
11	120,000
12	120,000 *
13	119,600 *
14	117,490 *
15	117,286 *
16	115,981 *
17	115,000 *
18	114,720 *
19	114,413 *
20	114,200 *
21	113,500 *
22	112,993 *
23	112,848
24	111,000 *
25	110,251 *
26	110,040 *
27	110,000
28	108,500 *
29	108,478 *
30	108,300 *
31	106,920 *
32	106,306 *
33	106,000 *
34	105,610
35	105,000 *
36	104,684 *
37	103,956
38	103,676 *
39	102,200
40	101,153 *
41	101,000 *
42	101,000
43	100,045 *
44	100,008 *
45	100,000
46	99,700
47	99,200 *
48	98,508 *
49	98,500 *
50	98,325 *
51	97,778 *
52	96,955
53	96,400 *
54	96,226 *
55	95,488 *
56	95,457 *
57	95,252
58	95,000
59	94,400 *
60	93,816 *
61	93,600 *
62	93,000 *
63	92,500 *
64	92,000 *
65	91,614 *
66	91,525 *
67	91,000
68	90,768 *
69	90,404 *
70	90,000
71	90,000 *
72	90,000
73	89,972 *
74	89,907
75	89,292
76	88,500
77	88,303
78	87,526
79	87,360
80	86,848
81	86,500
82	86,000 *
83	85,044 *
84	84,800
85	84,239 *
86	81,500
87	80,760 *
88	79,860 *
89	78,557
90	(78,200)
91	78,000 *
92	77,102 *
93	76,794 *
94	76,546
95	76,000 *
96	75,600 *
97	74,583
98	74,511
99	73,200 *

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DEANS:
ENGINEERING

Rank	Salary	
100	72,280	
101	71,997	
102	70,200	
103	69,448	*
104	65,751	
105	65,506	
106	60,668	*
107	56,457	
Average ***	103,167	
Average All	98,070	

DEANS:
FINE ARTS

Rank	Salary	
1	(100,000)	*
2	99,360	*
3	94,000	*
4	92,235	*
5	92,000	*
6	87,727	*
7	84,497	*
8	84,360	
9	83,500	
10	83,100	*
11	80,004	
12	79,882	
13	79,525	
14	78,590	*
15	78,225	*
16	78,000	*
17	77,450	*
18	77,000	*
19	75,405	
20	73,000	
21	72,600	
22	72,000	*
23	71,7[illegible]	
24	71,500	
25	71,000	*
26	70,400	*
27	70,013	
28	70,000	
29	69,504	
30	67,405	
31	64,896	*
32	62,576	*
33	60,410	*
34	60,400	*
35	(60,000)	*
36	59,420	*
37	56,536	*
38	55,021	*
Average ***	75,618	
Average All	75,349	

DEANS:
FORESTRY

Rank	Salary	
1	99,640	*
2	96,300	*
3	92,000	*
4	89,088	*
5	83,310	
6	80,500	*
7	76,800	*
8	76,100	*
9	75,990	*
10	75,234	*
11	73,943	
12	67,228	
Average ***	84,628	
Average All	82,178	

DEANS:
GRADUATE

Rank	Salary	
1	120,850	*
2	115,006	*
3	110,800	*
4	109,293	*
5	109,120	*
6	108,160	
7	105,700	*
8	105,309	*
9	103,440	*
10	102,362	*
11	100,000	*
12	100,000	*
13	96,800	
14	95,000	*
15	90,000	*
16	90,000	*
17	89,246	*
18	88,500	*
19	88,000	
20	87,900	*
21	87,470	*
22	86,800	*
23	85,400	
24	85,008	*
25	84,870	*
26	84,500	
27	84,396	
28	84,300	*
29	84,189	*
30	83,978	*
31	83,600	
32	83,450	*
33	83,200	
34	82,667	*
35	82,500	
36	81,935	*
37	81,500	
38	81,278	*
39	81,000	*
40	80,500	*
41	80,151	*
42	80,000	
43	80,000	
44	79,920	
45	79,600	*
46	79,000	*
47	77,700	*
48	77,000	*
49	76,500	
50	76,426	*
51	76,000	*
52	75,000	
53	75,000	
54	75,000	
55	75,000	*
56	74,359	*
57	74,000	*
58	73,300	*
59	73,000	*
60	72,750	
61	72,400	
62	72,281	
63	71,789	
64	(70,639)	
65	70,400	
66	70,200	*
67	70,000	
68	69,831	
69	69,600	
70	69,312	*
71	69,177	
72	69,000	*
73	68,952	*
74	68,330	
75	67,830	*
76	67,406	
77	(67,000)	
78	66,879	
79	66,800	
80	66,564	*
81	66,493	*
82	65,520	

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DEANS:
GRADUATE

Rank	Salary	
83	65,256	
84	65,004	
85	64,200	
86	63,917	
87	62,000	
88	60,000	*
89	60,000	
90	58,995	*
91	58,635	
92	55,700	
93	55,649	*
94	55,000	*
95	(53,000)	
96	52,299	*
97	51,815	
98	42,500	
99	41,640	
Average ***	83,070	
Average All	77,775	

DEANS:
HEALTH/PHYSICAL
EDUC/RECREATION

Rank	Salary	
1	98,000	*
2	96,100	*
3	95,000	*
4	93,522	*
5	84,000	
6	83,975	*
7	80,074	*
8	79,800	*
9	77,390	*
10	77,136	*
11	77,000	*
12	74,046	*
13	70,200	*
14	69,855	
15	68,675	
16	(67,389)	
17	63,460	*
18	63,400	
19	60,888	*
20	56,820	
21	48,300	*
Average ***	78,326	
Average All	75,478	

DEANS:
HEALTH-RELATED
PROFESSIONS

Rank	Salary	
1	125,600	*
2	110,250	*
3	107,033	*
4	100,000	*
5	98,665	
6	97,500	*
7	93,080	
8	(92,300)	*
9	91,495	*
10	88,200	
11	87,458	*
12	86,028	
13	85,105	*
14	85,000	*
15	84,271	*
16	82,900	
17	82,500	
18	81,963	*
19	81,000	
20	80,649	*
21	80,589	*
22	80,000	*
23	79,228	*
24	79,073	
25	(76,000)	
26	75,000	
27	74,112	*
28	74,000	
29	72,000	
30	67,875	
31	67,527	
32	(67,389)	
33	67,360	
34	67,160	
35	65,200	
36	62,700	*
37	61,734	
38	61,000	
Average ***	89,181	
Average All	82,077	

DEANS:
HOME ECONOMICS

Rank	Salary	
1	99,500	*
2	98,000	*
3	97,000	
4	97,000	*
5	96,100	*
6	93,600	*
7	93,480	*
8	92,650	*
9	90,100	*
10	88,500	*
11	86,000	*
12	85,728	*
13	81,770	*
14	77,568	*
15	77,480	*
16	76,800	*
17	76,650	
18	76,500	*
19	75,350	*
20	75,000	*
21	74,400	*
22	74,400	*
23	70,000	*
24	(67,389)	
25	(65,912)	
26	58,891	*
27	55,462	*
28	53,612	
Average ***	82,360	
Average All	80,530	

DEANS:
HUMANITIES

Rank	Salary	
1	107,898	*
2	101,325	*
3	100,000	
4	(98,560)	*
5	96,480	*
6	95,000	*
7	91,125	*
8	83,280	*
9	82,640	*
10	(81,530)	
11	75,600	*
12	73,882	
13	71,000	
14	70,000	*
15	68,500	*
16	65,472	
17	60,000	
Average ***	88,219	
Average All	83,664	

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TABLE I (Continued)

DEANS:
JOURNALISM/
COMMUNICATION

Rank	Salary
1	(119,450)*
2	102,000 *
3	101,500 *
4	98,000 *
5	94,700 *
6	92,218 *
7	90,300 *
8	85,100 *
9	85,000 *
10	84,500 *
11	84,100 *
12	82,440 *
13	81,000 *
14	80,500 *
15	78,225 *
16	76,000 *
17	73,150 *
18	72,500 *
19	70,004 *
20	69,816 *
21	68,700 *
22	65,000 *
23	62,832
Average ***	84,282
Average All	83,349

DEANS:
LAW

Rank	Salary
1	162,000 *
2	145,800 *
3	145,000 *
4	141,300 *
5	140,000 *
6	140,000 *
7	139,555 *
8	139,314
9	138,810 *
10	136,000 *
11	131,000 *
12	130,000 *
13	129,600
14	128,000 *
15	127,600 *
16	123,480 *
17	123,200 *
18	122,000 *
19	120,294 *
20	116,000
21	115,000 *
22	115,000 *
23	114,500
24	114,372 *
25	113,500 *
26	112,162 *
27	111,182 *
28	111,000 *
29	109,500 *
30	108,876
31	107,628 *
32	105,000 *
33	105,000 *
34	104,500
35	101,124 *
36	99,960
37	98,435 *
38	97,500 *
39	96,852 *
40	96,000 *
41	92,962 *
42	91,692 *
43	91,000
44	88,910 *
45	88,500 *
46	87,873 *
47	86,000 *
48	85,000 *
49	84,000 *
50	83,000 *
51	82,805 *
52	77,000 *
Average ***	112,524
Average All	112,592

DEANS:
LIBERAL ARTS

Rank	Salary
1	118,000 *
2	108,360 *
3	104,500 *
4	101,200 *
5	100,060 *
6	94,483 *
7	94,189 *
8	(90,804)*
9	87,400
10	86,400 *
11	85,100
12	84,307 *
13	82,236 *
14	82,000 *
15	81,000
16	78,288 *
17	77,932 *
18	73,000
19	72,500 *
20	72,450
21	72,430
22	69,635
23	67,062
24	64,480
Average ***	91,684
Average All	85,326

DEANS:
LIBRARY SCIENCE

Rank	Salary
1	98,248 *
2	90,000 *
3	88,828 *
4	88,560 *
5	(85,625)*
6	85,000 *
7	85,000 *
8	82,000 *
9	80,000 *
10	77,440 *
11	76,650
12	72,833 *
13	70,000 *
14	66,140
15	64,000 *
16	64,000 *
17	62,000 *
18	60,419 *
19	60,000 *
20	54,915 *
Average ***	76,048
Average All	75,583

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TABLE I (Continued)

DEANS:
MATHEMATICS

Rank	Salary
1	116,640 *
2	(106,710)*
3	(97,000)*
4	(93,000)*
5	(82,000)
6	(70,000)*
7	(70,000)
8	65,770 *
9	65,162
Average ***	91,520
Average All	85,142

DEANS:
MUSIC

Rank	Salary
1	107,600 *
2	105,000 *
3	101,871 *
4	93,090 *
5	86,100
6	83,452
7	82,450 *
8	77,445
9	75,624 *
10	71,816 *
11	67,500 *
12	65,770 *
Average ***	85,636
Average All	84,810

DEANS:
PUBLIC AFFAIRS

Rank	Salary
1	118,000 *
2	108,000 *
3	106,550 *
4	105,400 *
5	104,060 *
6	94,120 *
7	89,640
8	86,809
9	86,000 *
10	82,000 *
11	75,821 *
12	(71,400)
13	66,150 *
14	60,155
Average ***	94,610
Average All	89,579

DEANS:
SCIENCE

Rank	Salary
1	123,000 *
2	117,528 *
3	111,430 *
4	110,997 *
5	110,400 *
6	110,200 *
7	(106,710)*
8	104,640 *
9	101,116 *
10	98,743 *
11	98,500
12	96,188 *
13	94,095 *
14	93,004 *
15	(93,000)*
16	91,000
17	90,804 *
18	89,900
19	89,100
20	87,108
21	86,500
22	86,400 *
23	85,000
24	84,000
25	82,549 *
26	82,500
27	82,159
28	(82,000)
29	(81,530)
30	78,900
31	78,672 *
32	77,057
33	77,000 *
34	75,252
35	74,348
36	73,761
37	(70,000)*
38	(70,000)
39	68,000 *
40	66,408
41	62,408
42	55,669
43	55,000
Average ***	96,404
Average All	87,269

DEANS:
SOCIAL AND BEHAVIORAL SCIENCES

Rank	Salary
1	110,000 *
2	107,000 *
3	106,550 *
4	104,040 *
5	100,100 *
6	99,640 *
7	98,984 *
8	(98,560)*
9	96,180 *
10	91,200 *
11	91,125 *
12	91,000
13	90,639 *
14	(89,000)*
15	81,000
16	69,372
Average ***	98,694
Average All	95,274

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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
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TABLE I (Continued)

DEANS:
SOCIAL WORK

Rank	Salary	
1	129,322	*
2	115,000	*
3	100,000	*
4	100,000	
5	100,000	*
6	97,402	*
7	96,552	
8	94,500	*
9	90,148	*
10	89,700	*
11	(89,000)	*
12	88,275	*
13	88,200	*
14	86,400	*
15	86,000	*
16	85,593	*
17	85,074	*
18	84,817	*
19	82,425	*
20	81,900	*
21	81,176	*
22	80,250	*
23	77,100	
24	70,895	*
25	70,000	*
26	68,049	*
27	68,000	*
28	67,950	*
29	60,000	*
Average ***	86,157	
Average All	86,680	

DEANS:
UNDERGRADUATE
STUDIES

Rank	Salary	
1	92,000	*
2	89,460	*
3	84,525	*
4	83,450	
5	78,500	
6	(78,200)	
7	72,000	*
8	71,376	
9	66,500	
10	60,504	
11	54,000	
Average ***	84,496	
Average All	75,501	

DEANS:
UNIVERSITY COLLEGE/
GENERAL COLLEGE

Rank	Salary	
1	106,832	*
2	88,000	*
3	86,372	*
4	84,850	*
5	80,000	
6	78,923	*
7	76,700	
8	76,200	*
9	71,050	*
10	64,263	*
11	63,180	*
12	63,000	*
13	63,000	*
14	62,232	*
15	61,000	
16	36,312	
Average ***	75,659	
Average All	72,620	

MEDICAL DEANS:
DENTISTRY

Rank	Salary	
1	148,250	*
2	135,000	
3	133,030	*
4	130,000	*
5	128,000	*
6	125,000	*
7	123,760	*
8	120,636	*
9	118,573	
10	117,612	*
11	111,500	*
12	111,120	*
13	110,087	*
14	110,000	*
15	109,750	*
16	106,900	*
17	93,972	*
18	88,680	
Average ***	118,641	
Average All	117,882	

MEDICAL DEANS:
MEDICINE

Rank	Salary	
1	248,745	*
2	246,400	*
3	240,000	*
4	230,000	*
5	205,140	*
6	203,500	
7	202,500	*
8	200,000	*
9	198,400	*
10	194,000	*
11	176,800	*
12	176,450	*
13	175,500	*
14	174,900	*
15	172,000	*
16	161,700	
17	161,000	*
18	160,143	*
19	146,016	*
20	135,147	*
21	133,128	*
22	131,000	*
23	130,000	
24	127,749	*
25	126,000	*
26	125,000	*
27	123,300	*
28	(112,700)	
29	112,320	*
30	111,541	*
31	109,264	
32	104,115	*
33	103,624	
34	101,500	*
35	94,354	*
36	91,913	*
37	81,900	*
38	71,640	*
39	58,150	*
Average ***	152,629	
Average All	150,193	

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TABLE I (Continued)

MEDICAL DEANS:
NURSING

Rank	Salary	
1	123,312	*
2	118,000	*
3	110,000	
4	105,840	
5	105,500	*
6	103,000	*
7	103,000	*
8	102,357	*
9	100,106	*
10	100,000	*
11	98,900	*
12	96,435	*
13	96,000	*
14	96,000	*
15	93,300	*
16	90,408	*
17	89,895	*
18	85,000	*
19	84,349	*
20	84,000	*
21	83,559	*
22	83,070	*
23	83,000	
24	82,591	
25	82,073	*
26	82,013	*
27	80,000	*
28	79,875	
29	79,857	*
30	78,428	*
31	78,225	*
32	78,100	
33	77,925	*
34	77,900	*
35	77,743	*
36	77,556	
37	77,508	*
38	(76,000)	
39	75,000	*
40	75,000	*
41	73,000	*
42	70,697	*
43	70,000	*
44	68,000	*
45	65,880	*
46	65,731	
47	64,600	
48	64,036	
49	63,750	*
50	63,200	
51	62,448	*
52	62,238	*
53	56,000	
54	55,351	
55	50,000	
Average ***	85,347	
Average All	82,286	

MEDICAL DEANS:
OPTOMETRY

Rank	Salary	
1	121,200	*
2	110,250	*
3	100,276	*
4	97,520	*
5	96,000	*
6	84,581	
Average ***	105,049	
Average All	101,638	

MEDICAL DEANS:
PHARMACY

Rank	Salary	
1	128,000	*
2	125,220	*
3	111,500	*
4	109,920	*
5	109,350	*
6	107,957	*
7	106,000	*
8	105,500	*
9	105,000	*
10	101,374	*
11	101,371	*
12	100,276	*
13	100,000	*
14	97,308	*
15	97,126	
16	96,006	*
17	(92,300)	*
18	90,000	*
19	86,964	*
20	85,850	*
21	85,000	*
22	80,000	*
23	80,000	*
24	79,128	*
25	78,541	
26	78,528	*
27	77,539	*
28	75,000	*
29	74,500	*
30	70,000	*
31	68,388	*
32	54,706	*
Average ***	92,756	
Average All	92,449	

MEDICAL DEANS:
VETERINARY
MEDICINE

Rank	Salary	
1	137,800	*
2	129,300	*
3	119,900	*
4	109,500	*
5	107,500	*
6	105,000	*
7	102,440	*
8	100,428	*
9	100,200	*
10	100,000	*
11	99,000	*
12	94,620	*
13	93,612	*
14	92,240	*
15	90,000	*
16	89,211	*
17	88,500	*
18	85,234	*
19	82,000	*
20	81,600	*
21	79,836	*
Average ***	99,425	
Average All	99,425	

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TABLE II

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG ONE HUNDRED FORTY-SEVEN UNIVERSITIES IN FORTY-SEVEN STATES BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
-ATLANTA REGION-

The Atlanta Region as defined by the Equal Employment Opportunity Commission includes the states of Alabama, Florida, Georgia, Kentucky, Mississippi, North Carolina, South Carolina, and Tennessee. The twenty-seven participating universities from this region are as follows:

Auburn University
Clemson University
East Tennessee State University
Florida Atlantic University
Florida State University
Georgia Institute of Technology
Georgia State University
Memphis State University
Middle Tennessee State University
Mississippi State University
North Carolina State University at Raleigh
Tennessee Technological University
University of Alabama
University of Alabama in Birmingham
University of Alabama in Huntsville
University of Central Florida
University of Florida
University of Georgia
University of Kentucky
University of Louisville
University of Mississippi
University of North Carolina at Chapel Hill
University of North Carolina at Greensboro
University of South Alabama
University of South Carolina, Columbia
University of Southern Mississippi
University of Tennessee - Knoxville

TABLE II (Continued)
—ATLANTA REGION—

PRESIDENT OF A SYSTEM OF MULTI-CAMPUS INSTITUTIONS

Rank	Salary
1	117,900
2	115,000
3	95,000
Average	109,300

PRESIDENT OF A SINGLE UNIT INSTITUTION

Rank	Salary
1	161,750
2	144,309
3	142,750
4	135,000
5	135,000
6	134,000
7	130,500
8	129,860
9	129,388
10	127,000
11	125,000
12	121,000
13	112,552
14	111,241
15	110,500
16	109,150
17	100,000
18	95,200
19	95,000
20	95,000
21	83,900
22	83,500
23	82,599
Average	117,139

ACADEMIC OFFICERS: ACADEMIC VICE PRES/ VICE CHANCELLOR

Rank	Salary
1	118,900
2	115,000
3	112,154
4	106,000
5	101,000
6	(97,000)
7	95,000
8	93,000
9	90,000
10	89,586
11	83,000
12	81,718
13	81,026
14	78,489
15	72,260
16	68,716
Average	92,678

ACADEMIC OFFICERS: PROVOST

Rank	Salary
1	121,000
2	120,000
3	117,000
4	106,150
5	102,400
6	101,500
7	99,750
8	(97,000)
9	86,000
Average	105,644

ACADEMIC OFFICERS: DIRECTOR OF LIBRARIES

Rank	Salary
1	107,500
2	95,500
3	93,300
4	90,263
5	84,000
6	83,000
7	81,205
8	80,000
9	79,000
10	77,500
11	74,404
12	73,000
13	72,600
14	72,500
15	71,177
16	68,575
17	68,004
18	67,104
19	65,730
20	64,600
21	62,500
22	61,640
23	61,371
24	59,000
25	58,124
26	49,778
27	49,400
Average	72,992

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TABLE II (Continued)
—ATLANTA REGION—

ACADEMIC OFFICERS:
DIRECTOR OF
AFFIRMATIVE ACTION

Rank	Salary
1	86,000
2	74,200
3	67,700
4	(66,000)
5	65,200
6	63,218
7	57,561
8	57,200
9	57,000
10	55,650
11	53,000
12	52,163
13	50,300
14	(48,700)
15	42,308
16	39,183
17	38,800
18	38,325
19	36,000
20	31,056
21	24,100
Average	52,555

ACADEMIC OFFICERS:
DIRECTOR OF COMPUTING
SERVICES

Rank	Salary
1	92,311
2	90,623
3	90,406
4	89,933
5	87,000
6	86,800
7	85,814
8	82,247
9	78,400
10	78,300
11	75,244
12	74,349
13	73,830
14	72,888
15	71,000
16	64,189
17	63,128
18	62,832
19	62,716
20	62,500
21	61,525
22	61,500
23	59,000
24	58,824
25	58,400
26	57,036
27	57,000
28	56,650
29	56,000
30	54,080
31	52,176
32	50,000
33	47,112
34	44,000
Average	68,171

BUSINESS/FISCAL OFFICERS:
VICE PRESIDENT FOR
BUSINESS

Rank	Salary
1	113,000
2	111,100
3	109,500
4	109,229
5	108,000
6	105,000
7	99,100
8	95,000
9	94,149
10	92,634
11	92,000
12	88,621
13	86,000
14	82,800
15	81,200
16	81,026
17	79,420
18	78,000
19	(76,140)
20	71,724
21	71,600
22	68,415
Average	90,712

BUSINESS/FISCAL OFFICERS:
CONTROLLER

Rank	Salary
1	93,000
2	83,900
3	82,000
4	76,000
5	75,608
6	(75,000)
7	72,000
8	66,500
9	63,795
10	63,630
11	62,000
12	60,700
13	59,427
14	57,800
15	56,800
16	54,490
17	53,106
18	52,172
19	51,584
20	51,470
21	48,441
Average	64,734

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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
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TABLE II (Continued)
—ATLANTA REGION—

BUSINESS/FISCAL OFFICERS:
TREASURER OR BURSAR

Rank	Salary
1	(75,000)
2	(71,962)
3	69,500
4	63,630
5	46,000
6	42,300
7	42,250
8	41,410
9	35,800
10	33,370
11	33,000
12	32,793
13	32,614
14	32,016
15	27,000
Average	45,243

BUSINESS/FISCAL OFFICERS:
BUSINESS MANAGER

Rank	Salary
1	(71,962)
2	71,537
3	57,875
4	52,008
5	51,000
6	36,184
7	35,693
Average	53,751

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PURCHASING

Rank	Salary
1	66,000
2	64,827
3	60,500
4	59,352
5	58,000
6	54,144
7	52,872
8	52,196
9	49,920
10	49,336
11	48,600
12	48,600
13	48,500
14	48,400
15	47,272
16	46,110
17	45,890
18	44,520
19	44,000
20	43,860
21	43,350
22	43,056
23	41,484
24	34,893
25	31,470
Average	49,086

BUSINESS/FISCAL OFFICERS:
INTERNAL AUDITOR

Rank	Salary
1	71,500
2	65,000
3	65,000
4	60,795
5	57,432
6	57,000
7	55,385
8	50,000
9	49,896
10	48,800
11	48,800
12	48,200
13	46,493
14	44,647
15	44,000
16	43,532
17	43,184
18	42,050
19	40,476
20	39,858
21	39,416
22	37,500
23	34,152
24	33,000
25	32,004
Average	47,925

BUSINESS/FISCAL OFFICERS:
BUDGET OFFICER

Rank	Salary
1	83,300
2	69,336
3	62,208
4	62,004
5	59,740
6	59,388
7	56,975
8	56,000
9	55,416
10	54,000
11	52,910
12	51,060
13	49,140
14	46,452
15	46,176
16	45,573
17	43,946
18	41,319
19	41,208
20	39,732
21	38,100
Average	53,047

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TABLE II (Continued)
—ATLANTA REGION—

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PAYROLL

Rank	Salary
1	53,000
2	(50,796)
3	50,200
4	49,100
5	47,046
6	47,035
7	46,500
8	44,200
9	43,550
10	37,500
11	36,096
12	36,000
13	35,360
14	34,440
15	34,072
16	32,460
17	27,329
18	25,850
Average	40,585

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PERSONNEL

Rank	Salary
1	84,000
2	81,000
3	79,032
4	75,000
5	74,200
6	67,000
7	66,100
8	65,031
9	64,507
10	62,900
11	61,403
12	58,800
13	57,918
14	56,587
15	54,814
16	53,900
17	52,728
18	52,000
19	(50,796)
20	50,004
21	49,700
22	49,696
23	(48,700)
24	45,040
25	40,350
Average	60,048

STUDENT AFFAIRS OFFICERS:
VICE PRESIDENT FOR
STUDENT AFFAIRS

Rank	Salary
1	104,250
2	96,200
3	94,531
4	93,200
5	89,100
6	88,000
7	87,000
8	84,968
9	84,000
10	82,680
11	82,512
12	79,356
13	79,134
14	79,000
15	78,780
16	73,503
17	72,760
18	72,283
19	71,000
20	70,000
21	69,800
22	69,444
23	68,516
24	67,000
25	65,000
26	56,860
Average	79,188

STUDENT AFFAIRS OFFICERS:
DEAN OF STUDENT
AFFAIRS

Rank	Salary
1	78,954
2	68,000
3	66,303
4	66,222
5	61,050
6	57,512
7	57,499
8	56,004
9	53,487
10	52,638
11	47,097
12	46,725
13	46,280
14	39,011
Average	56,913

STUDENT AFFAIRS OFFICERS:
DEAN OF INTERNATIONAL
STUDENTS

Rank	Salary
1	68,797
2	68,549
3	67,703
4	50,608
5	44,847
6	42,800
7	39,405

(Continued)

UNIVERSITY OF ARKANSAS
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TABLE II (Continued)
—ATLANTA REGION—

(Continued)

Rank	Salary
8	37,730
9	34,622
10	31,208
11	30,157
12	30,000
13	26,410
14	22,823
15	22,284
Average	41,196

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF ADMISSIONS

Rank	Salary
1	(68,958)
2	66,692
3	62,500
4	(61,400)
5	60,349
6	57,498
7	54,600
8	53,500
9	53,400
10	53,124
11	52,210
12	48,950
13	47,928
14	47,200
15	(46,005)
16	44,000
17	42,879
18	42,772
19	39,354
20	37,960
21	36,782
22	34,980
23	34,203
24	33,050
25	27,084
Average	48,295

STUDENT AFFAIRS OFFICERS:
REGISTRAR

Rank	Salary
1	77,561
2	71,035
3	67,920
4	64,487
5	62,500
6	62,400
7	(61,400)
8	60,478
9	54,407
10	53,950
11	53,900
12	53,500
13	51,600
14	48,880
15	48,384
16	48,114
17	48,049
18	48,000
19	47,560
20	(46,005)
21	44,982
22	43,207
23	41,331
24	38,004
25	37,832
Average	53,419

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF FINANCIAL AID

Rank	Salary
1	62,651
2	57,360
3	55,100
4	54,894
5	51,800
6	50,648
7	50,040
8	49,069
9	48,697
10	48,150
11	47,949
12	46,669
13	46,466
14	44,550
15	44,361
16	44,059
17	40,770
18	39,627
19	39,300
20	38,624
21	38,520
22	38,500
23	38,030
24	37,740
25	37,150
26	37,037
Average	45,683

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF HOUSING

Rank	Salary
1	65.901
2	61,500
3	60,100
4	59,280
5	54,150
6	54,000
7	52,250
8	52,019
9	50,960
10	48,200
11	48,000
12	45,808
13	41,055

(Continued)

UNIVERSITY OF ARKANSAS
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(Continued)

Rank	Salary
14	41,032
15	40,416
16	40,074
17	40,000
18	38,577
19	36,678
20	35,380
21	34,057
22	33,000
23	32,206
24	30,780
25	30,000
Average	45,017

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF STUDENT HEALTH CENTER

Rank	Salary
1	98,280
2	97,089
3	96,940
4	96,012
5	89,250
6	87,549
7	79,040
8	78,520
9	78,381
10	74,686
11	71,675
12	70,000
13	69,600
14	66,648
15	65,208
16	63,087
17	50,047
18	47,700
19	31,913
20	30,725
Average	72,118

OPERATIONS OFFICERS:
EXECUTIVE VICE PRESIDENT

Rank	Salary
1	126,000
2	110,158
3	94,900
4	(87,000)
5	69,000
6	60,000
Average	91,176

OPERATIONS OFFICERS:
ADMINISTRATIVE VICE PRESIDENT

Rank	Salary
1	97,850
2	92,000
3	90,000
4	89,891
5	(87,000)
6	(85,000)
7	84,800
8	68,304
Average	86,856

OPERATIONS OFFICERS:
VICE PRES FOR INSTITUTIONAL PLANNING

Rank	Salary
1	89,724
2	89,606
3	81,996
4	71,907
5	70,924
6	58,800
7	(55,155)
Average	74,016

OPERATIONS OFFICERS:
LEGAL COUNSEL

Rank	Salary
1	92,700
2	89,000
3	87,995
4	77,000
5	76,884
6	75,433
7	70,000
8	69,500
9	69,000
10	68,224
11	66,449
12	64,000
13	62,700
14	60,481
15	55,008
Average	72,292

OPERATIONS OFFICERS:
ASSISTANT TO THE PRESIDENT

Rank	Salary
1	87,158
2	85,000
3	80,600
4	78,825
5	75,336
6	74,200
7	72,000
8	(66,000)
9	60,000
10	52,000
11	50,900
12	50,648
13	45,000
14	36,700
Average	65,312

TABLE II (Continued)
—ATLANTA REGION—

OPERATIONS OFFICERS:
VICE PRESIDENT FOR FACILITIES

Rank	Salary
1	88,996
2	88,400
3	86,000
4	73,000
Average	84,099

OPERATIONS OFFICERS:
DIRECTOR OF FACILITIES PLANNING

Rank	Salary
1	67,529
2	65,000
3	64,480
4	63,164
5	63,072
6	62,954
7	62,000
8	58,920
9	57,500
10	52,000
11	42,640
12	41,781
13	36,461
Average	56,731

OPERATIONS OFFICERS:
DIRECTOR OF PHYSICAL PLANT

Rank	Salary
1	77,546
2	76,118
3	72,800
4	68,000
5	67,600
6	65,150
7	64,656
8	64,000
9	63,252
10	63,000
11	62,504
12	62,340
13	59,000
14	58,800
15	58,308
16	58,268
17	56,700
18	55,313
19	55,161
20	54,810
21	54,320
22	54,224
23	53,900
24	48,268
25	45,300
26	43,689
Average	60,116

OPERATIONS OFFICERS:
DIRECTOR OF PUBLIC SAFETY

Rank	Salary
1	62,000
2	60,500
3	60,000
4	57,200
5	56,500
6	54,704
7	53,000
8	49,896
9	47,803
10	46,800
11	46,322
12	45,432
13	44,892
14	43,200
15	40,400
16	39,600
17	37,842
18	37,459
19	35,760
20	34,920
21	32,251
22	31,920
23	30,426
24	29,286
Average	44,321

PUBLIC RELATIONS OFFICERS:
VICE PRESIDENT FOR INSTITUTIONAL ADVANCEMENT

Rank	Salary
1	95,000
2	90,800
3	88,552
4	81,800
5	81,710
6	80,000
7	(76,140)
8	68,000
9	63,469
10	(62,424)
Average	78,790

PUBLIC RELATIONS OFFICERS:
VICE PRESIDENT FOR PUBLIC RELATIONS/INFORMATION

Rank	Salary
1	(104,000)
2	94,744
3	85,300
4	83,782
5	75,750
6	74,610
7	70,989
8	(62,424)
9	60,357
Average	79,106

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TABLE II (Continued)
—ATLANTA REGION—

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF PUBLIC RELATIONS/INFORMATION

Rank	Salary
1	71,300
2	69,585
3	66,000
4	64,896
5	64,000
6	63,000
7	62,400
8	62,381
9	62,139
10	56,100
11	52,000
12	51,896
13	50,509
14	49,217
15	47,323
16	46,826
17	46,200
18	46,074
19	45,860
20	45,765
21	43,760
22	38,004
23	38,000
24	36,180
25	35,430
Average	52,594

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF LEGISLATIVE RELATIONS

Rank	Salary
1	75,926
2	71,550
3	71,000
4	67,600
5	67,600
6	59,122
7	50,500
8	36,000
Average	62,412

PUBLIC RELATIONS OFFICERS:
VICE PRESIDENT FOR DEVELOPMENT

Rank	Salary
1	(104,000)
2	100,000
3	(87,090)
4	83,500
5	82,000
6	71,899
Average	88,082

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF DEVELOPMENT

Rank	Salary
1	90,000
2	(80,855)
3	74,500
4	66,420
5	61,569
6	61,554
7	60,504
8	55,151
9	55,000
10	52,250
11	50,000
12	50,000
13	47,172
14	45,342
15	38,500
16	36,000
Average	57,801

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF ALUMNI SERVICES

Rank	Salary
1	101,000
2	85,500
3	(80,855)
4	74,200
5	62,970
6	60,560
7	60,000
8	57,720
9	51,230
10	50,800
11	50,000
12	46,072
13	41,808
14	40,436
15	40,394
16	40,333
17	40,000
18	39,190
19	36,429
20	34,132
21	33,530
22	28,090
23	27,120
Average	51,407

TABLE II (Continued)
—ATLANTA REGION—

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF COOPERATIVE EXTENSION

Rank	Salary
1	104,600
2	101,000
3	98,800
4	88,700
5	76,000
6	58,204
7	41,828
8	33,528
Average	75,333

RESEARCH OFFICERS:
VICE PRESIDENT FOR RESEARCH

Rank	Salary
1	121,800
2	116,700
3	102,000
4	100,000
5	99,361
6	96,500
7	95,000
8	92,383
9	91,750
10	88,300
11	85,367
12	84,200
13	82,800
14	82,500
15	80,000
16	76,656
17	74,500
Average	92,342

RESEARCH OFFICERS:
VICE PRES FOR RESEARCH AND GRADUATE DEAN

Rank	Salary
1	89,400
2	83,200
3	81,480
Average	84,693

RESEARCH OFFICERS:
DIRECTOR OF RESEARCH (CONTRACTS & GRANTS)

Rank	Salary
1	98,640
2	82,401
3	79,879
4	78,700
5	71,447
6	67,656
7	63,758
8	62,000
9	60,300
10	60,000
11	59,807
12	58,000
13	55,704
14	53,000
15	52,205
16	47,300
17	45,523
18	45,126
19	39,000
20	38,675
Average	60,956

RESEARCH OFFICERS:
DIRECTOR OF INSTITUTIONAL RESEARCH

Rank	Salary
1	71,500
2	69,160
3	65,500
4	64,150
5	62,360
6	62,004
7	60,883
8	60,840
9	60,000
10	58,000
11	56,609
12	56,000
13	(55,155)
14	55,000
15	53,514
16	50,003
17	47,540
18	46,483
19	44,304
20	41,268
21	36,670
22	32,000
Average	54,952

DEANS:
AGRICULTURE

Rank	Salary
1	112,000
2	(106,700)
3	106,500
4	102,500
5	92,700
6	84,700
7	81,261
8	74,500
9	(65,912)
Average	91,864

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TABLE II (Continued)
—ATLANTA REGION—

DEANS:
ARCHITECTURE

Rank	Salary
1	104,200
2	94,600
3	86,509
4	80,000
5	80,000
6	77,500
7	76,400
8	76,150
9	70,000
Average	82,818

DEANS:
ARTS AND SCIENCES

Rank	Salary
1	138,300
2	112,300
3	103,000
4	101,700
5	101,000
6	98,700
7	96,000
8	93,000
9	91,200
10	81,620
11	81,300
12	78,275
13	76,250
14	70,350
15	70,123
16	67,872
17	65,000
Average	89,764

DEANS:
BUSINESS/INDUSTRIAL MANAGEMENT

Rank	Salary
1	132,000
2	118,000
3	116,000
4	108,600
5	103,296
6	101,500
7	101,000
8	100,000
9	99,850
10	97,098
11	97,000
12	92,820
13	90,566
14	90,300
15	90,100
16	89,875
17	88,631
18	84,000
19	83,161
20	82,000
21	79,900
22	77,600
23	72,591
24	71,276
Average	94,465

DEANS:
CONTINUING EDUCATION

Rank	Salary
1	106,243
2	89,700
3	89,172
4	83,850
5	74,150
6	70,188
7	67,500
8	66,633
9	66,500
10	65,856
11	64,924
12	61,004
13	60,900
14	59,892
15	58,589
16	55,650
17	45,918
Average	69,804

DEANS:
EDUCATION

Rank	Salary
1	97,500
2	96,750
3	95,000
4	95,000
5	92,000
6	91,500
7	91,350
8	91,000
9	90,129
10	86,453
11	83,200
12	82,600
13	81,000
14	80,000
15	79,695
16	77,212
17	75,050
18	74,000
19	70,392
20	69,600
21	67,000
22	65,926
23	64,000
24	63,900
25	63,750
Average	80,960

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TABLE II (Continued)
—ATLANTA REGION—

DEANS:
ENGINEERING

Rank	Salary
1	159,600
2	113,500
3	108,300
4	106,306
5	105,000
6	102,200
7	101,153
8	101,000
9	98,325
10	96,226
11	93,000
12	90,404
13	90,000
14	86,848
15	86,500
16	84,239
17	78,000
18	74,511
Average	98,617

DEANS:
FINE ARTS

Rank	Salary
1	80,004
2	78,225
3	77,000
4	70,013
5	60,400
Average	73,128

DEANS:
FORESTRY

Rank	Salary
1	99,640
2	96,300
3	92,000
4	76,800
5	76,100
Average	88,168

DEANS:
GRADUATE

Rank	Salary
1	110,800
2	100,000
3	95,000
4	90,000
5	87,470
6	86,800
7	84,300
8	84,189
9	83,200
10	82,500
11	76,426
12	76,000
13	74,000
14	72,281
15	69,177
16	67,830
17	67,406
18	66,493
19	65,004
20	55,700
Average	79,729

DEANS:
HEALTH-RELATED
PROFESSIONS

Rank	Salary
1	110,250
2	100,000
3	98,665
4	93,080
5	87,458
6	80,589
7	67,527
8	65,200
Average	87,846

DEANS:
HOME ECONOMICS

Rank	Salary
1	99,500
2	97,000
3	77,480
4	76,800
5	75,000
6	74,400
7	70,000
8	(65,912)
Average	79,512

DEANS:
HUMANITIES

Rank	Salary
1	(98,560)
2	95,000
3	82,640
4	73,882
Average	87,521

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TABLE II (Continued)
—ATLANTA REGION—

DEANS:
JOURNALISM/
COMMUNICATION

Rank	Salary
1	101,500
2	94,700
3	92,218
4	84,500
5	78,225
6	76,000
7	72,500
8	70,004
9	62,832
Average	81,387

DEANS:
LAW

Rank	Salary
1	140,000
2	128,000
3	111,182
4	111,000
5	105,000
6	105,000
7	104,500
8	101,124
9	99,960
10	98,435
11	92,962
Average	108,833

DEANS:
LIBERAL ARTS

Rank	Salary
1	94,189
2	84,307
3	82,000
4	81,000
5	72,500
6	72,450
7	69,635
Average	79,440

DEANS:
LIBRARY SCIENCE

Rank	Salary
1	90,000
2	88,560
3	77,440
4	64,000
5	60,419
Average	76,084

DEANS:
MATHEMATICS

Rank	Salary
1	(106,710)
2	(97,000)
3	(93,000)
Average	98,903

DEANS:
MUSIC

Rank	Salary
1	93,090
2	83,452
3	75,624
4	71,816
Average	80,996

DEANS:
SCIENCE

Rank	Salary
1	(106,710)
2	94,095
3	93,004
4	(93,000)
5	86,500
6	78,900
7	74,348
8	62,408
Average	86,121

DEANS:
SOCIAL AND BEHAV-
IORAL SCIENCES

Rank	Salary
1	99,640
2	(98,560)
3	90,639
Average	96,280

DEANS:
SOCIAL WORK

Rank	Salary
1	115,000
2	89,700
3	85,593
4	82,425
5	81,900
6	70,000
7	68,000
Average	84,660

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TABLE II (Continued)
—ATLANTA REGION—

DEANS: UNDERGRADUATE STUDIES

Rank	Salary
1	84,525
2	83,450
3	66,500
Average	78,158

MEDICAL DEANS: DENTISTRY

Rank	Salary
1	133,030
2	123,760
3	120,636
4	117,612
Average	123,760

MEDICAL DEANS: MEDICINE

Rank	Salary
1	194,000
2	176,800
3	176,450
4	135,147
5	133,128
6	(112,700)
7	111,541
8	109,264
9	103,624
Average	139,184

MEDICAL DEANS: NURSING

Rank	Salary
1	118,000
2	98,900
3	96,435
4	90,408
5	83,070
6	82,591
7	78,225
8	77,900
9	77,743
10	75,000
11	73,000
12	68,000
13	64,036
14	63,200
15	56,000
16	50,000
Average	78,282

MEDICAL DEANS: PHARMACY

Rank	Salary
1	109,350
2	107,957
3	105,000
4	100,000
5	90,000
6	85,000
7	77,539
Average	96,407

MEDICAL DEANS: VETERINARY MEDICINE

Rank	Salary
1	109,500
2	99,000
3	89,211
4	85,234
5	82,000
6	81,600
Average	91,091

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG ONE HUNDRED FORTY-SEVEN UNIVERSITIES IN FORTY-SEVEN STATES BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
-CHICAGO REGION-

The Chicago Region as defined by the Equal Employment Opportunity Commission includes the states of Illinois, Indiana, Michigan, Minnesota, Ohio, and Wisconsin. The twenty-eight participating universities from this region are as follows:

Ball State University
Central Michigan University
Cleveland State University
Illinois State University
Indiana State University
Indiana University - Bloomington
Indiana University - Purdue University at Indianapolis
Kent State University
Miami University
Michigan State University
Michigan Technological University
Northern Illinois University
Oakland University
Ohio State University
Ohio University
Southern Illinois University at Carbondale
Southern Illinois University at Edwardsville
University of Akron
University of Cincinnati
University of Illinois at Chicago
University of Illinois at Urbana-Champaign
University of Michigan at Ann Arbor
University of Minnesota - Twin Cities
University of Toledo
University of Wisconsin at Milwaukee
Wayne State University
Western Michigan University
Wright State University

TABLE II (Continued)
—CHICAGO REGION—

PRESIDENT OF A SYSTEM OF MULTI-CAMPUS INSTITUTIONS

Rank	Salary
1	146,500
2	146,280
3	145,000
4	135,000
5	123,500
6	121,325
7	118,000
Average	133,658

PRESIDENT OF A SINGLE UNIT INSTITUTION

Rank	Salary
1	162,839
2	150,500
3	142,000
4	131,000
5	130,338
6	130,000
7	125,490
8	125,400
9	124,000
10	122,040
11	120,000
12	118,250
13	114,800
14	110,516
15	106,200
16	106,200
17	103,400
18	97,200
19	90,972
Average	121,639

ACADEMIC OFFICERS: ACADEMIC VICE PRES/ VICE CHANCELLOR

Rank	Salary
1	147,960
2	138,000
3	131,000
4	120,000
5	117,200
6	109,000
7	103,312
8	(100,000)
9	(99,528)
10	97,500
11	96,504
12	94,359
13	93,000
14	83,118
15	80,000
16	(80,000)
Average	105,655

ACADEMIC OFFICERS: PROVOST

Rank	Salary
1	130,000
2	123,630
3	121,000
4	119,000
5	110,400
6	100,965
7	(100,000)
8	(99,528)
9	97,520
10	95,000
11	90,552
12	90,130
13	90,000
14	(80,000)
Average	103,409

ACADEMIC OFFICERS: DIRECTOR OF LIBRARIES

Rank	Salary
1	108,248
2	105,000
3	101,000
4	96,000
5	92,000
6	86,675
7	(85,625)
8	82,500
9	82,250
10	81,500
11	81,046
12	79,550
13	73,068
14	71,472
15	70,000
16	70,000
17	69,163
18	69,000
19	68,200
20	68,064
21	66,850
22	66,600
23	64,100
24	62,927
25	60,820
26	57,800
27	55,640
Average	76,855

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PAID 1989-90

TABLE II (Continued)
—CHICAGO REGION—

ACADEMIC OFFICERS:
DIRECTOR OF
AFFIRMATIVE ACTION

Rank	Salary
1	81,000
2	77,850
3	71,179
4	67,000
5	64,000
6	63,000
7	60,936
8	59,970
9	59,754
10	56,560
11	54,050
12	53,000
13	52,450
14	51,500
15	51,230
16	51,000
17	50,532
18	50,000
19	50,000
20	47,520
21	44,464
22	44,400
23	42,500
24	32,320
Average	55,676

ACADEMIC OFFICERS:
DIRECTOR OF COMPUTING
SERVICES

Rank	Salary
1	118,680
2	102,400
3	91,620
4	88,446
5	85,861
6	85,000
7	83,004
8	82,080
9	81,861
10	78,300
11	76,250
12	75,500
13	74,300
14	74,300
15	74,103
16	73,850
17	73,600
18	73,010
19	70,700
20	68,000
21	68,000
22	66,648
23	66,396
24	65,430
25	64,400
26	63,100
27	62,550
28	59,870
29	57,725
30	55,488
31	55,000
32	53,100
Average	74,018

BUSINESS/FISCAL OFFICERS:
VICE PRESIDENT FOR
BUSINESS

Rank	Salary
1	146,475
2	107,500
3	(105,595)
4	105,050
5	105,009
6	100,680
7	99,631
8	99,621
9	(96,000)
10	94,250
11	91,500
12	88,200
13	87,570
14	86,500
15	86,004
16	85,489
17	84,996
18	82,400
19	79,327
20	(76,824)
21	72,685
22	72,500
23	67,500
24	60,735
Average	90,918

BUSINESS/FISCAL OFFICERS:
CONTROLLER

Rank	Salary
1	110,000
2	87,450
3	85,700
4	83,600
5	79,900
6	76,962
7	75,684
8	74,280
9	69,801
10	69,600
11	69,570
12	67,200
13	66,520
14	64,200
15	59,400
16	58,080
17	57,960
18	56,801
19	56,710
20	56,100

(Continued)

UNIVERSITY OF ARKANSAS
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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1989-90

TABLE II (Continued)
—CHICAGO REGION—

(Continued)

BUSINESS/FISCAL OFFICERS:
CONTROLLER

Rank	Salary
21	55,363
22	54,050
23	54,042
24	49,700
Average	68,278

BUSINESS/FISCAL OFFICERS:
TREASURER OR BURSAR

Rank	Salary
1	81,500
2	70,080
3	69,801
4	60,200
5	56,676
6	53,850
7	50,900
8	50,672
9	42,500
10	41,400
11	41,042
12	40,752
13	37,231
Average	53,585

BUSINESS/FISCAL OFFICERS:
BUSINESS MANAGER

Rank	Salary
1	72,800
2	71,800
3	69,801
4	60,527
Average	68,732

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PURCHASING

Rank	Salary
1	71,175
2	65,300
3	62,800
4	61,197
5	59,200
6	57,800
7	57,780
8	55,000
9	54,066
10	52,250
11	51,880
12	51,395
13	51,096
14	50,136
15	49,200
16	49,008
17	48,488
18	47,900
19	45,490
20	45,285
21	44,880
22	44,800
23	43,660
24	40,650
25	36,573
Average	51,880

BUSINESS/FISCAL OFFICERS:
INTERNAL AUDITOR

Rank	Salary
1	72,250
2	70,500
3	63,500
4	61,480
5	60,600
6	57,300
7	55,600
8	54,516
9	51,288
10	51,000
11	50,385
12	49,200
13	47,557
14	46,674
15	46,250
16	46,000
17	41,999
18	39,349
19	38,940
20	33,320
Average	51,885

BUSINESS/FISCAL OFFICERS:
BUDGET OFFICER

Rank	Salary
1	101,000
2	(81,000)
3	77,300
4	76,000
5	73,077
6	69,570
7	63,300
8	62,040
9	60,384

(Continued)

TABLE II (Continued)
—CHICAGO REGION—

(Continued)

BUSINESS/FISCAL OFFICERS:
BUDGET OFFICER

Rank	Salary
10	60,000
11	59,664
12	57,444
13	56,750
14	55,116
15	55,000
16	53,464
17	44,500
18	41,790
19	36,550
Average	62,313

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PAYROLL

Rank	Salary
1	73,680
2	63,900
3	54,975
4	50,592
5	49,500
6	46,860
7	44,867
8	44,250
9	42,500
10	42,300
11	42,216
12	42,000
13	41,200
14	39,452
15	39,251
16	38,176
17	37,602
18	36,250
19	32,600
20	31,361
21	29,800
22	28,976
23	25,248
24	24,830
Average	41,766

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PERSONNEL

Rank	Salary
1	102,600
2	96,000
3	86,300
4	73,091
5	69,801
6	69,492
7	69,300
8	67,747
9	67,700
10	64,440
11	62,850
12	62,700
13	61,000
14	60,000
15	58,644
16	58,140
17	56,000
18	54,392
19	54,000
20	53,000
21	52,350
22	52,000
23	45,840
24	43,368
Average	64,198

STUDENT AFFAIRS OFFICERS:
VICE PRESIDENT FOR
STUDENT AFFAIRS

Rank	Salary
1	129,322
2	102,000
3	98,880
4	94,250
5	90,700
6	90,015
7	(88,620)
8	87,397
9	86,130
10	85,810
11	85,728
12	84,000
13	82,925
14	81,000
15	78,000
16	76,650
17	71,350
18	71,060
19	71,000
20	68,730
21	68,000
22	66,591
Average	84,462

STUDENT AFFAIRS OFFICERS:
DEAN OF STUDENT
AFFAIRS

Rank	Salary
1	97,500
2	(88,620)
3	78,150
4	74,000
5	71,000
6	66,000
7	63,500

(Continued)

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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
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TABLE II (Continued)
—CHICAGO REGION—

(Continued)

STUDENT AFFAIRS OFFICERS:
DEAN OF STUDENT AFFAIRS

Rank	Salary
8	63,180
9	59,400
10	58,200
11	56,760
12	55,392
13	54,920
14	53,105
15	46,040
Average	65,718

STUDENT AFFAIRS OFFICERS:
DEAN OF INTERNATIONAL STUDENTS

Rank	Salary
1	76,800
2	59,000
3	54,441
4	51,250
5	50,540
6	49,967
7	48,504
8	46,800
9	46,249
10	41,841
11	41,670
12	37,197
Average	50,355

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF ADMISSIONS

Rank	Salary
1	85,482
2	77,500
3	76,850
4	72,735
5	69,000
6	68,500
7	65,808
8	64,248
9	62,160
10	61,500
11	(61,405)
12	60,947
13	60,760
14	60,631
15	60,000
16	58,154
17	58,008
18	57,835
19	56,000
20	55,981
21	54,400
22	54,080
23	51,590
24	51,537
25	49,763
Average	62,195

STUDENT AFFAIRS OFFICERS:
REGISTRAR

Rank	Salary
1	78,800
2	77,800
3	67,800
4	66,800
5	66,782
6	65,000
7	62,700
8	61,500
9	(61,405)
10	61,150
11	59,815
12	58,905
13	58,2[illegible]
14	58,008
15	55,892
16	55,500
17	55,120
18	54,960
19	54,588
20	54,200
21	52,200
22	52,140
23	51,770
24	49,585
25	49,075
26	46,123
27	45,040
Average	58,551

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF FINANCIAL AID

Rank	Salary
1	72,537
2	67,400
3	63,720
4	63,171
5	59,510
6	58,008
7	58,000
8	58,000
9	57,910
10	56,430
11	55,188
12	54,192
13	53,880
14	53,732
15	53,654
16	53,200
17	53,124
18	52,067
19	51,836

(Continued)

TABLE II (Continued)
—CHICAGO REGION—

(Continued)

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF FINANCIAL AID

Rank	Salary
20	51,770
21	51,108
22	49,537
23	46,520
24	46,000
25	44,497
26	38,515
27	38,322
Average	54,142

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF HOUSING

Rank	Salary
1	90,000
2	87,960
3	75,840
4	73,440
5	66,350
6	65,600
7	64,864
8	64,716
9	62,618
10	62,616
11	60,980
12	58,750
13	56,556
14	49,623
15	49,326
16	46,200
17	46,150
18	45,642
19	45,274
20	44,190
21	44,000
22	43,680
23	42,697
24	41,785
25	35,833
Average	56,988

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF STUDENT HEALTH CENTER

Rank	Salary
1	119,172
2	105,897
3	93,848
4	88,398
5	86,790
6	85,800
7	84,775
8	77,579
9	77,496
10	71,614
11	69,000
12	67,769
13	66,358
14	65,853
15	64,399
16	63,314
17	62,628
18	61,296
19	60,300
20	60,000
21	51,428
22	43,920
23	35,700
Average	72,319

OPERATIONS OFFICERS:
ADMINISTRATIVE VICE PRESIDENT

Rank	Salary
1	(105,595)
2	(96,000)
3	87,987
4	85,000
5	78,672
6	(76,824)
7	(72,685)
8	70,500
9	66,656
Average	82,213

OPERATIONS OFFICERS:
VICE PRES FOR INSTITUTIONAL PLANNING

Rank	Salary
1	102,600
2	100,680
3	80,004
4	(72,685)
5	66,300
6	63,200
Average	80,912

OPERATIONS OFFICERS:
LEGAL COUNSEL

Rank	Salary
1	100,000
2	92,800
3	90,000
4	88,000
5	88,000
6	(87,450)
7	(86,940)
8	81,252
9	77,400
10	69,277
11	67,315

(Continued)

UNIVERSITY OF ARKANSAS
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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
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TABLE II (Continued)
—CHICAGO REGION—

(Continued)

OPERATIONS OFFICERS:
LEGAL COUNSEL

Rank	Salary
12	67,047
13	66,700
14	65,000
15	57,091
16	56,304
17	52,000
18	46,345
19	40,000
Average	72,575

OPERATIONS OFFICERS:
ASSISTANT TO THE
PRESIDENT

Rank	Salary
1	81,900
2	79,536
3	77,940
4	(75,924)
5	73,753
6	73,309
7	72,000
8	71,600
9	71,400
10	69,555
11	65,000
12	64,500
13	62,000
14	60,000
15	60,000
16	57,910
17	45,600
18	45,000
19	42,000
20	39,823
Average	64,438

OPERATIONS OFFICERS:
VICE PRESIDENT FOR
FACILITIES

Rank	Salary
1	72,000
2	71,880
3	(66,000)
Average	69,960

OPERATIONS OFFICERS:
DIRECTOR OF
FACILITIES PLANNING

Rank	Salary
1	90,300
2	65,000
3	64,140
4	63,500
5	62,850
6	56,000
7	54,050
8	53,760
9	47,868
10	47,862
11	47,814
12	43,050
Average	58,016

OPERATIONS OFFICERS:
DIRECTOR OF
PHYSICAL PLANT

Rank	Salary
1	93,500
2	87,400
3	84,800
4	80,037
5	73,250
6	71,880
7	69,000
8	68,601
9	66,200
10	(66,000)
11	65,424
12	65,115
13	65,112
14	64,422
15	64,276
16	63,000
17	62,082
18	62,000
19	61,900
20	61,000
21	60,100
22	59,888
23	59,675
24	59,280
25	54,379
26	52,987
27	49,000
Average	66,308

OPERATIONS OFFICERS:
DIRECTOR OF
PUBLIC SAFETY

Rank	Salary
1	68,400
2	66,022
3	65,872
4	63,975
5	61,772
6	58,300
7	58,150
8	56,000
9	55,262
10	55,000
11	54,000
12	53,569
13	53,059
14	52,620

(Continued)

TABLE II (Continued)
—CHICAGO REGION—

(Continued)

OPERATIONS OFFICERS:
DIRECTOR OF PUBLIC SAFETY

Rank	Salary
15	52,525
16	51,450
17	50,800
18	50,300
19	48,104
20	46,749
21	46,560
22	45,336
23	45,069
24	36,150
Average	53,960

PUBLIC RELATIONS OFFICERS:
VICE PRESIDENT FOR INSTITUTIONAL ADVANCEMENT

Rank	Salary
1	(104,000)
2	90,000
3	(89,750)
4	86,820
5	80,000
6	78,375
7	76,500
8	74,000
9	(65,000)
Average	82,716

PUBLIC RELATIONS OFFICERS:
VICE PRESIDENT FOR PUBLIC RELATIONS/INFORMATION

Rank	Salary
1	(104,000)
2	99,000
3	90,613
4	85,000
5	73,760
6	73,500
7	71,500
8	67,000
Average	83,047

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF PUBLIC RELATIONS/INFORMATION

Rank	Salary
1	77,700
2	64,900
3	63,600
4	60,100
5	58,200
6	57,716
7	56,000
8	52,436
9	50,996
10	50,280
11	46,000
12	45,675
13	38,850
14	37,536
15	36,414
Average	53,094

PUBLIC RELATIONS OFFICERS:
VICE PRESIDENT FOR LEGISLATIVE RELATIONS

Rank	Salary
1	113,724
2	73,000
3	(65,000)
Average	83,908

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF LEGISLATIVE RELATIONS

Rank	Salary
1	92,640
2	(86,940)
3	(75,924)
4	73,000
5	69,570
6	59,500
7	53,230
8	52,115
9	48,509
10	36,294
Average	64,772

PUBLIC RELATIONS OFFICERS:
VICE PRESIDENT FOR DEVELOPMENT

Rank	Salary
1	144,229
2	98,300
3	97,800
4	(89,750)
5	83,076
6	82,700
7	79,000
8	(77,804)
9	74,025
10	63,000
Average	88,968

TABLE II (Continued)
—CHICAGO REGION—

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF DEVELOPMENT

Rank	Salary
1	83,250
2	73,500
3	69,365
4	69,015
5	65,214
6	59,148
7	59,000
8	51,750
9	50,000
10	48,000
11	42,631
12	(40,032)
13	35,000
Average	57,377

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF ALUMNI SERVICES

Rank	Salary
1	100,100
2	87,000
3	68,520
4	64,621
5	58,272
6	57,285
7	53,004
8	52,800
9	50,500
10	49,800
11	45,675
12	45,291
13	42,736
14	40,000
15	40,000
16	38,500
17	38,124
18	37,867
19	36,180
20	36,180
21	35,000
22	34,512
23	31,525
Average	49,717

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF COOPERATIVE EXTENSION

Rank	Salary
1	104,182
2	94,800
3	62,990
4	59,590
5	53,415
Average	74,995

RESEARCH OFFICERS:
VICE PRES FOR RESEARCH AND GRADUATE DEAN

Rank	Salary
1	107,600
2	103,000
3	102,000
4	93,192
5	92,000
6	90,613
7	90,185
8	83,978
9	82,000
10	80,000
11	70,400
Average	90,452

RESEARCH OFFICERS:
DIRECTOR OF RESEARCH (CONTRACTS & GRANTS)

Rank	Salary
1	100,700
2	81,186
3	79,440
4	79,000
5	78,200
6	71,538
7	69,150
8	67,450
9	65,308
10	65,000
11	63,300
12	61,159
13	60,735
14	59,232
15	57,255
16	56,450
17	52,955
18	52,584
19	52,000
20	51,384
21	51,220
22	47,475
23	37,395
Average	63,483

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TABLE II (Continued)
—CHICAGO REGION—

RESEARCH OFFICERS:
DIRECTOR OF INSTITUTIONAL RESEARCH

Rank	Salary
1	(81,000)
2	68,900
3	66,400
4	65,952
5	63,400
6	61,800
7	61,374
8	58,776
9	58,160
10	56,100
11	53,500
12	53,200
13	53,000
14	52,500
15	49,260
16	44,850
17	42,250
18	42,025
19	41,550
20	39,273
Average	55,664

DEANS:
AGRICULTURE

Rank	Salary
1	119,200
2	112,000
3	103,350
4	82,130
Average	104,170

DEANS:
ARCHITECTURE

Rank	Salary
1	100,080
2	99,932
3	97,679
4	93,588
5	88,000
6	75,932
Average	92,535

DEANS:
ARTS AND SCIENCES

Rank	Salary
1	132,000
2	125,000
3	115,000
4	109,498
5	95,000
6	93,660
7	91,380
8	90,750
9	87,610
10	87,400
11	86,000
12	86,000
13	85,100
14	82,236
15	80,000
16	73,000
17	72,700
18	62,779
Average	91,951

DEANS:
BUSINESS/INDUSTRIAL MANAGEMENT

Rank	Salary
1	155,451
2	145,603
3	139,000
4	113,379
5	108,100
6	106,500
7	105,000
8	100,000
9	99,000
10	97,525
11	96,949
12	96,931
13	94,938
14	92,500
15	91,000
16	89,640
17	89,050
18	85,655
19	85,600
20	84,330
21	84,295
22	82,944
23	82,800
24	82,200
25	78,300
26	71,000
Average	98,373

DEANS:
CONTINUING EDUCATION

Rank	Salary
1	96,000
2	90,000
3	86,093

(Continued)

TABLE II (Continued)
—CHICAGO REGION—

(Continued)

DEANS:
CONTINUING EDUCATION

Rank	Salary
4	84,900
5	83,000
6	81,000
7	79,440
8	79,020
9	78,896
10	77,028
11	76,089
12	75,738
13	74,313
14	74,000
15	73,900
16	73,850
17	72,120
18	65,100
19	64,043
20	62,250
21	57,600
22	43,068
Average	74,884

DEANS:
EDUCATION

Rank	Salary
1	112,100
2	104,370
3	100,000
4	96,480
5	96,000
6	93,000
7	92,600
8	90,700
9	87,591
10	84,540
11	84,000
12	83,244
13	83,000
14	82,968
15	82,780
16	81,000
17	79,440
18	79,400
19	78,850
20	78,700
21	74,004
22	73,600
23	71,760
24	70,893
25	68,700
Average	85,189

DEANS:
ENGINEERING

Rank	Salary
1	147,000
2	119,600
3	117,490
4	117,286
5	115,981
6	114,720
7	111,000
8	110,000
9	105,610
10	104,684
11	103,956
12	103,676
13	100,045
14	99,200
15	98,508
16	96,955
17	95,000
18	91,000
19	90,000
20	88,500
21	84,800
22	80,760
Average	104,353

DEANS:
FINE ARTS

Rank	Salary
1	99,360
2	94,000
3	87,727
4	84,360
5	83,100
6	79,882
7	79,525
8	78,590
9	78,000
10	72,600
11	69,504
12	56,536
Average	80,265

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TABLE II (Continued)
—CHICAGO REGION—

DEANS:
GRADUATE

Rank	Salary
1	115,006
2	103,440
3	100,000
4	90,000
5	83,978
6	83,600
7	81,000
8	80,000
9	79,920
10	77,700
11	75,000
12	73,300
13	70,400
14	69,831
15	69,600
16	65,256
Average	82,377

DEANS:
HEALTH/PHYSICAL
EDUC/RECREATION

Rank	Salary
1	96,100
2	95,000
3	79,800
4	74,046
5	70,200
6	63,400
7	56,820
8	48,300
Average	72,958

DEANS:
HEALTH-RELATED
PROFESSIONS

Rank	Salary
1	107,033
2	(92,300)
3	81,963
4	80,000
5	75,000
6	72,000
Average	84,716

DEANS:
HOME ECONOMICS

Rank	Salary
1	96,100
2	93,480
3	86,000
Average	91,860

DEANS:
HUMANITIES

Rank	Salary
1	96,480
2	(81,530)
3	65,472
Average	81,161

DEANS:
JOURNALISM/
COMMUNICATION

Rank	Salary
1	102,000
2	90,300
3	85,100
4	84,100
5	82,440
Average	88,788

DEANS:
LAW

Rank	Salary
1	145,800
2	145,000
3	139,555
4	139,314
5	130,000
6	127,600
7	123,480
8	114,500
9	114,372
10	108,876
11	107,628
12	96,852
13	91,000
Average	121,844

TABLE II (Continued)
—CHICAGO REGION—

DEANS:
LIBERAL ARTS

Rank	Salary
1	101,200
2	100,060
3	87,400
4	82,236
Average	92,724

DEANS:
LIBRARY SCIENCE

Rank	Salary
1	98,248
2	(85,625)
3	80,000
4	72,833
5	62,000
Average	79,741

DEANS:
MUSIC

Rank	Salary
1	107,600
2	105,000
3	101,871
Average	104,824

DEANS:
PUBLIC AFFAIRS

Rank	Salary
1	108,000
2	106,550
3	94,120
Average	102,890

DEANS:
SCIENCE

Rank	Salary
1	110,200
2	91,000
3	85,000
4	82,549
5	(81,530)
6	75,252
7	66,408
Average	84,563

DEANS:
SOCIAL AND BEHAVIORAL SCIENCES

Rank	Salary
1	110,000
2	106,550
3	104,040
4	69,372
Average	97,491

DEANS:
SOCIAL WORK

Rank	Salary
1	129,322
2	96,552
3	90,148
4	88,275
5	86,400
6	85,074
7	70,895
Average	92,381

DEANS:
UNIVERSITY COLLEGE/
GENERAL COLLEGE

Rank	Salary
1	88,000
2	84,850
3	78,923
4	76,700
5	76,200
6	64,263
Average	78,156

MEDICAL DEANS:
DENTISTRY

Rank	Salary
1	130,000
2	118,573
3	111,120
4	110,000
5	106,900
6	88,680
Average	110,879

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TABLE II (Continued)
—CHICAGO REGION—

MEDICAL DEANS:
MEDICINE

Rank	Salary
1	240,000
2	230,000
3	205,140
4	161,700
5	146,016
6	131,000
7	130,000
8	126,000
9	123,300
10	112,320
11	81,900
Average	153,398

MEDICAL DEANS:
PHARMACY

Rank	Salary
1	125,220
2	109,920
3	105,500
4	101,374
5	101,371
6	(92,300)
7	79,128
Average	102,116

MEDICAL DEANS:
VETERINARY MEDICINE

Rank	Salary
1	119,900
2	94,620
3	92,240
4	90,000
Average	99,190

MEDICAL DEANS:
NURSING

Rank	Salary
1	123,312
2	105,840
3	103,000
4	102,357
5	100,106
6	96,000
7	93,300
8	84,349
9	83,000
10	79,875
11	64,600
Average	94,158

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG ONE HUNDRED FORTY-SEVEN UNIVERSITIES IN FORTY-SEVEN STATES BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
-DALLAS REGION-

The Dallas Region as defined by the Equal Employment Opportunity Commission includes the states of Arkansas, Louisiana, Oklahoma, New Mexico, and Texas. The twenty-seven participating universities from this region are as follows:

East Texas State University
Lamar University
Louisiana State University
Louisiana Tech University
New Mexico Institute of Mining and Technology
New Mexico State University
Northeast Louisiana University
Northwest State University of Louisiana
Oklahoma State University
Sam Houston State University
Stephen F. Austin State University
Texas A & I University
Texas A & M University
Texas Southern University
Texas Tech University
Texas Woman's University
University of Arkansas
University of Houston
University of New Mexico
University of New Orleans
University of North Texas
University of Oklahoma
University of Southwestern Louisiana
University of Texas at Arlington
University of Texas at Austin
University of Texas at Dallas
University of Texas at El Paso

TABLE II (Continued)
—DALLAS REGION—

PRESIDENT OF A SYSTEM OF MULTI-CAMPUS INSTITUTIONS

Rank	Salary
1	160,000
2	140,000
3	110,000
Average	136,667

PRESIDENT OF A SINGLE UNIT INSTITUTION

Rank	Salary
1	168,000
2	155,000
3	137,000
4	135,000
5	122,000
6	115,000
7	114,000
8	114,000
9	111,510
10	110,458
11	110,000
12	106,576
13	102,160
14	101,200
15	100,128
16	97,200
17	88,400
18	83,555
19	77,308
20	77,308
21	77,308
22	77,308
23	62,160
24	62,118
Average	104,362

ACADEMIC OFFICERS: ACADEMIC VICE PRES/ VICE CHANCELLOR

Rank	Salary
1	141,750
2	120,000
3	102,250
4	(100,000)
5	99,000
6	99,000
7	94,500
8	88,000
9	81,400
10	80,288
11	80,000
12	78,750
13	78,344
14	76,330
15	75,200
16	74,970
17	72,885
18	70,000
19	68,065
20	64,000
21	62,510
22	62,400
Average	84,984

ACADEMIC OFFICERS: PROVOST

Rank	Salary
1	124,400
2	(100,000)
3	95,665
4	84,750
5	51,110
Average	91,185

ACADEMIC OFFICERS: DIRECTOR OF LIBRARIES

Rank	Salary
1	88,000
2	78,228
3	76,944
4	74,000
5	73,524
6	73,500
7	72,765
8	72,000
9	70,035
10	68,640
11	68,000
12	67,500
13	64,346
14	64,300
15	59,280
16	59,044
17	58,025
18	57,216
19	54,560
20	53,200
21	52,843
22	52,246
23	50,400
24	44,720
25	33,649
26	33,000
Average	62,306

ACADEMIC OFFICERS: DIRECTOR OF AFFIRMATIVE ACTION

Rank	Salary
1	(60,908)
2	60,585
3	53,158

(Continued)

TABLE II (Continued)
—DALLAS REGION—

(Continued)

ACADEMIC OFFICERS:
DIRECTOR OF
AFFIRMATIVE ACTION

Rank	Salary
4	49,321
5	(47,903)
6	43,989
7	42,000
8	40,687
9	40,000
10	40,000
11	39,270
12	36,750
13	35,000
14	34,889
15	33,996
16	32,130
17	30,000
Average	42,387

ACADEMIC OFFICERS:
DIRECTOR OF COMPUTING
SERVICES

Rank	Salary
1	115,000
2	101,220
3	80,016
4	79,250
5	73,500
6	70,000
7	68,600
8	67,600
9	66,150
10	65,477
11	65,376
12	62,500
13	57,400
14	56,805
15	56,314
16	56,241
17	56,114
18	54,909
19	54,496
20	53,624
21	53,522
22	53,443
23	52,590
24	52,518
25	52,500
26	52,500
27	51,700
28	49,782
29	48,204
30	(47,903)
31	47,352
32	47,087
33	46,176
34	43,946
35	42,230
36	42,115
37	41,513
Average	59,072

BUSINESS/FISCAL OFFICERS:
VICE PRESIDENT FOR
BUSINESS

Rank	Salary
1	109,200
2	106,700
3	98,000
4	97,000
5	94,500
6	90,000
7	88,295
8	85,000
9	84,457
10	84,426
11	84,000
12	82,000
13	81,127
14	80,068
15	79,800
16	76,674
17	76,330
18	76,125
19	74,917
20	72,885
21	66,612
22	66,001
23	64,293
24	63,440
25	63,000
26	58,000
Average	80,879

BUSINESS/FISCAL OFFICERS:
CONTROLLER

Rank	Salary
1	79,673
2	75,000
3	71,715
4	70,875
5	68,004
6	67,000
7	66,700
8	60,422
9	58,800
10	54,685
11	51,136
12	51,110
13	48,880
14	47,944
15	(46,767)
16	46,403
17	45,386
18	45,000
19	44,310
20	42,500
21	42,000
Average	56,396

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TABLE II (Continued)
—DALLAS REGION—

BUSINESS/FISCAL OFFICERS:
TREASURER CR BURSAR

Rank	Salary
1	51,900
2	49,660
3	46,494
4	44,752
5	44,000
6	42,224
7	41,388
8	40,950
9	39,819
10	37,236
11	34,816
12	31,921
13	28,000
14	26,796
15	26,796
16	25,967
17	25,200
Average	37,525

BUSINESS/FISCAL OFFICERS:
BUSINESS MANAGER

Rank	Salary
1	77,910
2	69,300
3	68,004
4	57,141
5	56,700
6	52,563
7	52,500
8	50,605
9	47,000
10	41,868
11	41,860
12	38,517
13	38,325
14	36,372
15	28,350
16	23,167
Average	48,761

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PURCHASING

Rank	Salary
1	63,630
2	62,600
3	58,396
4	53,372
5	48,300
6	47,943
7	46,908
8	46,725
9	45,150
10	(45,000)
11	42,630
12	(42,120)
13	42,120
14	41,293
15	40,872
16	40,080
17	40,000
18	40,000
19	38,610
20	38,326
21	37,128
22	36,999
23	36,744
24	35,380
25	31,000
26	30,202
27	27,905
Average	42,942

BUSINESS/FISCAL OFFICERS:
INTERNAL AUDITOR

Rank	Salary
1	58,888
2	58,662
3	57,600
4	55,650
5	48,157
6	46,992
7	45,203
8	45,150
9	44,626
10	44,500
11	44,496
12	43,160
13	41,940
14	40,000
15	37,498
16	37,280
17	34,840
18	34,070
19	27,786
Average	44,553

BUSINESS/FISCAL OFFICERS:
BUDGET OFFICER

Rank	Salary
1	77,910
2	66,150
3	63,710
4	59,600
5	55,849
6	50,400
7	47,138
8	(46,767)
9	(46,200)

(Continued)

TABLE II (Continued)
—DALLAS REGION—

(Continued)

BUSINESS/FISCAL OFFICERS:
BUDGET OFFICER

Rank	Salary
10	46,100
11	45,536
12	44,616
13	43,500
14	42,840
15	36,182
16	35,350
17	20,099
Average	48,703

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PAYROLL

Rank	Salary
1	50,616
2	47,250
3	(46,200)
4	40,535
5	40,000
6	39,690
7	34,716
8	33,949
9	33,899
10	33,774
11	31,910
12	31,572
13	31,500
14	27,012
15	27,000
16	26,520
17	25,920
18	23,920
19	19,992
Average	33,999

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PERSONNEL

Rank	Salary
1	62,800
2	59,850
3	59,115
4	55,125
5	55,000
6	54,944
7	54,080
8	52,000
9	51,408
10	51,331
11	50,400
12	48,878
13	47,680
14	47,200
15	46,767
16	46,300
17	(45,000)
18	44,722
19	44,508
20	44,340
21	(42,120)
22	41,808
23	41,475
24	39,579
25	31,500
26	25,594
Average	47,828

STUDENT AFFAIRS OFFICERS:
VICE PRESIDENT FOR
STUDENT AFFAIRS

Rank	Salary
1	96,000
2	87,360
3	85,008
4	85,000
5	85,000
6	83,200
7	83,000
8	79,560
9	79,000
10	78,383
11	74,337
12	72,500
13	69,615
14	68,000
15	67,500
16	67,100
17	67,000
18	66,999
19	63,336
20	60,000
21	58,240
Average	75,054

STUDENT AFFAIRS OFFICERS:
DEAN OF STUDENT
AFFAIRS

Rank	Salary
1	75,628
2	64,200
3	61,793
4	57,768
5	56,700
6	55,110
7	53,040
8	52,000
9	49,342
10	49,229
11	48,825
12	48,425
13	48,000
14	47,959
15	46,250
16	44,387
17	44,108
18	43,610
19	42,640
20	36,972
Average	51,299

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TABLE II (Continued)
—DALLAS REGION—

STUDENT AFFAIRS OFFICERS:
DEAN OF INTERNATIONAL STUDENTS

Rank	Salary
1	53,655
2	51,160
3	49,000
4	48,300
5	46,200
6	41,184
7	40,500
8	38,325
9	34,300
10	33,262
11	32,484
12	27,920
13	26,634
14	21,161
15	18,200
Average	37,486

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF ADMISSIONS

Rank	Salary
1	69,825
2	67,410
3	65,604
4	(57,996)
5	56,368
6	54,599
7	52,211
8	52,130
9	(52,000)
10	51,896
11	51,607
12	(51,555)
13	50,614
14	47,507
15	46,000
16	43,500
17	41,664
18	41,500
19	40,425
20	40,265
21	(39,900)
22	37,221
23	35,644
24	34,839
25	29,640
26	27,733
Average	47,679

STUDENT AFFAIRS OFFICERS:
REGISTRAR

Rank	Salary
1	64,020
2	59,137
3	58,443
4	58,000
5	(57,996)
6	55,772
7	54,600
8	(51,555)
9	48,254
10	48,000
11	47,956
12	47,852
13	47,290
14	47,261
15	47,000
16	46,800
17	44,273
18	44,061
19	43,841
20	41,600
21	41,600
22	(39,900)
23	35,608
24	35,040
25	32,031
Average	47,916

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF FINANCIAL AID

Rank	Salary
1	61,104
2	52,500
3	52,247
4	51,660
5	49,500
6	49,229
7	47,700
8	46,800
9	46,700
10	46,010
11	45,007
12	44,100
13	43,534
14	42,116
15	41,808
16	37,536
17	36,913
18	36,750
19	36,101
20	35,188
21	34,371
22	33,819
23	32,760
24	31,500
25	29,114
26	29,000
27	27,994
Average	41,521

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF HOUSING

Rank	Salary
1	69,825
2	54,947
3	53,795

(Continued)

(Continued)

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF HOUSING

Rank	Salary
4	53,754
5	51,471
6	50,926
7	49,608
8	46,725
9	45,950
10	43,500
11	41,500
12	39,336
13	38,621
14	38,592
15	37,458
16	36,920
17	36,750
18	34,272
19	33,572
20	32,460
21	31,274
22	31,200
23	30,626
24	27,857
25	27,664
26	25,212
Average	40,916

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF STUDENT
HEALTH CENTER

Rank	Salary
1	85,170
2	77,976
3	75,338
4	74,316
5	74,315
6	73,868
7	72,200
8	70,674
9	68,517
10	67,600
11	67,175
12	64,584
13	63,000
14	58,517
15	58,000
16	54,444
17	53,211
18	42,000
19	38,000
20	37,099
21	32,508
22	28,392
23	24,840
Average	59,206

OPERATIONS OFFICERS:
EXECUTIVE VICE
PRESIDENT

Rank	Salary
1	113,000
2	101,720
3	93,419
Average	102,713

OPERATIONS OFFICERS:
ADMINISTRATIVE
VICE PRESIDENT

Rank	Salary
1	94,500
2	82,891
3	82,866
4	76,330
5	72,963
6	71,118
7	63,000
Average	77,667

OPERATIONS OFFICERS:
VICE PRES FOR INSTI-
TUTIONAL PLANNING

Rank	Salary
1	80,400
2	72,723
3	65,000
Average	72,708

OPERATIONS OFFICERS:
LEGAL COUNSEL

Rank	Salary
1	84,800
2	84,000
3	73,164
4	67,817
5	61,982
6	61,950
7	53,000
8	50,400
9	46,200
Average	64,813

OPERATIONS OFFICERS:
ASSISTANT TO THE
PRESIDENT

Rank	Salary
1	69,300
2	64,575
3	61,950
4	60,606
5	60,600
6	60,442
7	60,000
8	60,000

(Continued)

TABLE II (Continued)
—DALLAS REGION—

(Continued)

OPERATIONS OFFICERS:
ASSISTANT TO THE PRESIDENT

Rank	Salary
9	58,968
10	56,250
11	53,967
12	50,898
13	50,000
14	50,000
15	39,520
16	34,074
17	31,460
Average	54,271

OPERATIONS OFFICERS:
DIRECTOR OF FACILITIES PLANNING

Rank	Salary
1	(62,690)
2	62,300
3	55,783
4	50,000
5	41,080
6	39,508
Average	51,894

OPERATIONS OFFICERS:
DIRECTOR OF PHYSICAL PLANT

Rank	Salary
1	80,388
2	74,507
3	70,298
4	68,600
5	66,444
6	62,700
7	(62,690)
8	61,425
9	58,800
10	57,550
11	55,651
12	53,808
13	53,400
14	53,195
15	52,671
16	50,736
17	50,440
18	50,400
19	48,451
20	47,658
21	47,400
22	44,129
23	41,837
24	40,705
25	38,616
26	36,627
27	31,516
Average	54,098

OPERATIONS OFFICERS:
DIRECTOR OF PUBLIC SAFETY

Rank	Salary
1	61,772
2	56,160
3	55,125
4	53,600
5	50,004
6	50,000
7	48,398
8	47,468
9	47,000
10	45,000
11	43,680
12	41,507
13	41,186
14	40,235
15	39,375
16	39,000
17	38,700
18	37,599
19	36,750
20	33,532
21	33,280
22	27,040
23	24,956
Average	43,103

PUBLIC RELATIONS OFFICERS:
VICE PRESIDENT FOR INSTITUTIONAL ADVANCEMENT

Rank	Salary
1	87,349
2	82,891
3	80,000
4	73,080
5	(72,000)
6	72,000
7	69,615
8	68,000
9	63,000
10	62,346
11	61,360
12	58,000
13	55,000
14	42,667
Average	67,665

TABLE II (Continued)
—DALLAS REGION—

PUBLIC RELATIONS OFFICERS: DIRECTOR OF PUBLIC RELATIONS/INFORMATION

Rank	Salary
1	95,000
2	63,000
3	60,000
4	56,000
5	52,682
6	50,400
7	50,358
8	49,920
9	49,000
10	48,810
11	47,500
12	47,500
13	43,595
14	42,629
15	38,361
16	38,328
17	37,884
18	36,750
19	35,257
20	29,120
21	26,624
Average	47,558

PUBLIC RELATIONS OFFICERS: DIRECTOR OF LEGISLATIVE RELATIONS

Rank	Salary
1	69,300
2	60,375
3	51,000
4	46,800
Average	56,869

PUBLIC RELATIONS OFFICERS: VICE PRESIDENT FOR DEVELOPMENT

Rank	Salary
1	99,000
2	94,710
3	89,775
4	(72,000)
Average	88,871

PUBLIC RELATIONS OFFICERS: DIRECTOR OF DEVELOPMENT

Rank	Salary
1	74,000
2	64,000
3	63,000
4	62,996
5	62,000
6	61,880
7	48,758
8	48,300
9	46,240
10	44,720
11	36,750
12	35,000
13	34,635
Average	52,483

PUBLIC RELATIONS OFFICERS: DIRECTOR OF ALUMNI SERVICES

Rank	Salary
1	65,199
2	63,000
3	60,757
4	59,000
5	55,650
6	53,640
7	51,350
8	48,837
9	46,016
10	43,955
11	41,475
12	39,520
13	37,094
14	36,400
15	34,320
16	33,845
17	31,952
18	24,650
Average	45,926

PUBLIC RELATIONS OFFICERS: DIRECTOR OF COOPERATIVE EXTENSION

Rank	Salary
1	87,393
2	70,764
3	70,000
4	53,550
5	38,000
Average	63,941

RESEARCH OFFICERS: VICE PRESIDENT FOR RESEARCH

Rank	Salary
1	97,760
2	93,000
3	90,000
4	90,000
5	84,500
6	71,508
Average	87,795

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1989-90

TABLE II (Continued)
—DALLAS REGION—

RESEARCH OFFICERS:
VICE PRES FOR RESEARCH AND GRADUATE DEAN

Rank	Salary
1	105,840
2	92,400
3	85,280
4	85,008
5	79,019
6	76,450
7	71,605
8	69,000
Average	83,075

RESEARCH OFFICERS:
DIRECTOR OF RESEARCH (CONTRACTS & GRANTS)

Rank	Salary
1	97,361
2	73,923
3	65,666
4	65,000
5	64,050
6	63,000
7	60,300
8	57,834
9	50,989
10	50,960
11	48,636
12	43,575
13	41,769
14	39,520
15	39,110
16	36,563
17	36,400
18	34,909
19	34,335
20	25,596
Average	51,475

RESEARCH OFFICERS:
DIRECTOR OF INSTITUTIONAL RESEARCH

Rank	Salary
1	63,600
2	55,000
3	54,768
4	54,600
5	53,200
6	52,650
7	52,416
8	50,400
9	48,300
10	47,250
11	46,800
12	45,000
13	42,328
14	41,073
15	40,560
16	38,910
17	(32,506)
Average	48,198

DEANS:
AGRICULTURE

Rank	Salary
1	159,000
2	96,495
3	93,600
4	85,280
5	82,586
6	81,400
7	74,000
8	55,317
9	54,080
Average	86,862

DEANS:
ARCHITECTURE

Rank	Salary
1	111,000
2	99,228
3	85,000
4	80,000
5	77,000
6	76,000
7	75,711
8	73,600
9	64,644
10	47,840
Average	79,002

DEANS:
ARTS AND SCIENCES

Rank	Salary
1	97,500
2	93,000
3	91,520
4	90,200
5	86,775
6	85,008
7	75,165
8	72,200
9	69,714
10	68,145
11	67,229
12	66,260
13	65,000
14	65,000
15	60,840
Average	76,904

UNIVERSITY OF ARKANSAS
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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
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TABLE II (Continued)
—DALLAS REGION—

DEANS:
BUSINESS/INDUSTRIAL MANAGEMENT

Rank	Salary
1	148,400
2	136,080
3	135,800
4	133,500
5	104,000
6	101,520
7	100,008
8	95,000
9	94,697
10	92,000
11	87,200
12	83,473
13	82,328
14	81,900
15	81,000
16	80,605
17	69,714
18	69,000
19	67,229
20	66,879
21	63,000
22	62,400
23	60,349
24	50,000
Average	89,420

DEANS:
CONTINUING EDUCATION

Rank	Salary
1	85,000
2	73,600
3	68,900
4	68,000
5	65,021
6	60,860
7	60,375
8	55,000
9	50,049
10	40,000
Average	62,681

DEANS:
EDUCATION

Rank	Salary
1	100,000
2	97,000
3	95,957
4	93,000
5	85,800
6	80,782
7	80,000
8	79,564
9	77,300
10	76,694
11	76,440
12	71,551
13	71,000
14	69,714
15	69,500
16	67,229
17	66,879
18	65,000
19	64,428
20	60,000
21	58,240
22	57,194
23	57,000
24	52,000
25	47,600
Average	72,795

DEANS:
ENGINEERING

Rank	Salary
1	160,500
2	152,250
3	120,000
4	110,251
5	110,040
6	100,008
7	100,000
8	95,488
9	92,000
10	91,614
11	89,972
12	88,303
13	87,360
14	76,546
15	76,000
16	72,280
17	70,200
18	65,751
Average	97,698

DEANS:
FINE ARTS

Rank	Salary
1	92,000
2	75,405
3	71,000
4	70,400
5	67,405
6	62,576
Average	73,131

UNIVERSITY OF ARKANSAS
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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1989-90

TABLE II (Continued)
—DALLAS REGION—

DEANS:
GRADUATE

Rank	Salary
1	105,700
2	96,800
3	88,500
4	88,000
5	85,008
6	81,500
7	80,151
8	74,359
9	71,789
10	69,000
11	(67,000)
12	66,879
13	60,000
14	55,000
15	(53,000)
16	52,299
17	51,815
18	42,500
19	41,640
Average	70,049

DEANS:
HEALTH-RELATED PROFESSIONS

Rank	Salary
1	82,500
2	(76,000)
3	67,360
4	67,160
5	61,000
Average	70,804

DEANS:
HOME ECONOMICS

Rank	Salary
1	93,600
2	76,650
3	58,891
4	53,612
Average	70,688

DEANS:
LAW

Rank	Salary
1	162,000
2	138,810
3	122,000
4	96,000
5	88,500
6	86,000
7	77,000
Average	110,044

DEANS:
LIBERAL ARTS

Rank	Salary
1	118,000
2	108,360
3	85,100
4	73,000
5	67,062
6	64,480
Average	86,000

DEANS:
LIBRARY SCIENCE

Rank	Salary
1	85,000
2	76,650
3	70,000
4	66,140
Average	74,448

DEANS:
PUBLIC AFFAIRS

Rank	Salary
1	118,000
2	66,150
3	60,155
Average	81,435

DEANS:
SCIENCE

Rank	Salary
1	123,000
2	117,528
3	101,116
4	98,500
5	89,100
6	77,057
7	77,000
8	73,761
9	55,669
10	55,000
Average	86,773

UNIVERSITY OF ARKANSAS
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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
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TABLE II (Continued)
—DALLAS REGION—

DEANS:
SOCIAL WORK

Rank	Salary
1	100,000
2	80,250
3	77,100
4	68,049
Average	81,350

DEANS:
UNIVERSITY COLLEGE/
GENERAL COLLEGE

Rank	Salary
1	106,832
2	80,000
3	71,050
4	63,000
5	62,232
6	36,312
Average	69,904

MEDICAL DEANS:
NURSING

Rank	Salary
1	100,000
2	78,100
3	(76,000)
4	70,000
5	65,731
6	55,351
Average	74,197

MEDICAL DEANS:
PHARMACY

Rank	Salary
1	128,000
2	100,276
3	75,000
4	70,000
Average	93,319

MEDICAL DEANS:
VETERINARY
MEDICINE

Rank	Salary
1	137,800
2	102,440
3	100,000
Average	113,413

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG ONE HUNDRED FORTY-SEVEN UNIVERSITIES IN FORTY-SEVEN STATES BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
-DENVER REGION-

The Denver Region as defined by the Equal Employment Opportunity Commission includes the states of Colorado, Montana, North Dakota, South Dakota, Utah, and Wyoming. The thirteen participating universities from this region are as follows:

Colorado School of Mines
Colorado State University
Montana State University
North Dakota State University
South Dakota School of Mines and Technology
South Dakota State University
University of Colorado at Denver
University of North Dakota
University of Northern Colorado
University of South Dakota
University of Utah
University of Wyoming
Utah State University

TABLE II (Continued)
—DENVER REGION—

PRESIDENT OF A SINGLE UNIT INSTITUTION

Rank	Salary
1	123,424
2	110,000
3	107,568
4	106,300
5	106,164
6	92,880
7	89,804
8	80,000
9	79,500
10	79,100
11	76,000
Average	95,522

ACADEMIC OFFICERS: ACADEMIC VICE PRES/ VICE CHANCELLOR

Rank	Salary
1	106,600
2	91,200
3	86,920
4	85,418
5	84,000
6	82,412
7	80,460
8	73,470
9	71,844
10	67,990
11	67,572
12	63,800
Average	80,141

ACADEMIC OFFICERS: PROVOST

Rank	Salary
1	98,616
2	95,500
3	85,000
Average	93,039

ACADEMIC OFFICERS: DIRECTOR OF LIBRARIES

Rank	Salary
1	84,500
2	72,024
3	65,600
4	65,376
5	65,000
6	60,450
7	58,625
8	57,000
9	54,915
10	53,550
11	52,300
12	44,000
13	42,375
Average	59,670

ACADEMIC OFFICERS: DIRECTOR OF AFFIRMATIVE ACTION

Rank	Salary
1	55,750
2	48,000
3	(45,000)
4	42,200
5	40,176
6	38,940
7	37,647
8	33,400
9	31,716
10	28,765
11	25,598
Average	38,836

ACADEMIC OFFICERS: DIRECTOR OF COMPUTING SERVICES

Rank	Salary
1	79,700
2	73,400
3	71,448
4	60,436
5	60,038
6	57,800
7	56,540
8	55,234
9	54,587
10	51,150
11	47,864
12	47,780
13	41,397
14	40,899
Average	57,020

UNIVERSITY OF ARKANSAS
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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1989-90

TABLE II (Continued)
—DENVER REGION—

BUSINESS/FISCAL OFFICERS: VICE PRESIDENT FOR BUSINESS

Rank	Salary
1	85,000
2	83,800
3	76,608
4	74,560
5	74,200
6	72,950
7	72,500
8	56,484
9	46,274
Average	71,375

BUSINESS/FISCAL OFFICERS: CONTROLLER

Rank	Salary
1	70,000
2	63,600
3	61,800
4	56,854
5	54,600
6	50,675
7	49,332
8	44,351
9	41,260
10	38,774
11	30,334
Average	51,053

BUSINESS/FISCAL OFFICERS: TREASURER OR BURSAR

Rank	Salary
1	56,400
2	42,545
3	32,500
Average	43,815

BUSINESS/FISCAL OFFICERS: BUSINESS MANAGER

Rank	Salary
1	59,500
2	40,008
3	38,390
4	32,191
5	26,990
Average	39,416

BUSINESS/FISCAL OFFICERS: DIRECTOR OF PURCHASING

Rank	Salary
1	54,400
2	51,400
3	44,500
4	42,050
5	41,250
6	37,809
7	34,056
8	32,875
9	27,552
10	24,754
Average	39,065

BUSINESS/FISCAL OFFICERS: INTERNAL AUDITOR

Rank	Salary
1	54,228
2	46,700
3	46,000
4	37,716
5	35,560
6	31,750
7	31,000
8	22,594
Average	38,194

BUSINESS/FISCAL OFFICERS: BUDGET OFFICER

Rank	Salary
1	74,900
2	65,500
3	59,500
4	58,087
5	57,924
6	55,020
7	53,150
8	46,592
9	38,620
10	24,067
Average	53,336

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1989-90

TABLE II (Continued)
—DENVER REGION—

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PAYROLL

Rank	Salary
1	(56,268)
2	46,115
3	43,000
4	30,432
5	28,500
6	28,123
7	27,400
Average	37,120

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PERSONNEL

Rank	Salary
1	62,840
2	59,700
3	58,400
4	(56,268)
5	55,020
6	52,000
7	(45,000)
8	44,304
9	39,136
10	38,820
11	33,472
12	30,002
Average	47,914

STUDENT AFFAIRS OFFICERS:
VICE PRESIDENT FOR
STUDENT AFFAIRS

Rank	Salary
1	85,300
2	74,250
3	68,500
4	67,100
5	66,700
6	64,608
7	63,283
8	61,600
9	58,348
10	58,000
11	47,320
Average	65,001

STUDENT AFFAIRS OFFICERS:
DEAN OF STUDENT
AFFAIRS

Rank	Salary
1	51,460
2	50,000
3	46,704
4	44,400
5	43,850
Average	47,283

STUDENT AFFAIRS OFFICERS:
DEAN OF INTERNATIONAL
STUDENTS

Rank	Salary
1	58,116
2	38,016
3	35,330
Average	43,821

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF ADMISSIONS

Rank	Salary
1	55,500
2	50,500
3	50,000
4	49,450
5	47,250
6	47,130
7	45,432
8	42,764
9	38,573
10	36,400
11	31,558
12	31,380
13	28,242
Average	42,629

STUDENT AFFAIRS OFFICERS:
REGISTRAR

Rank	Salary
1	53,000
2	51,385
3	50,000
4	49,200
5	42,952
6	42,864
7	41,671
8	37,682
9	34,300
10	34,147
11	31,481
Average	42,607

TABLE II (Continued)
—DENVER REGION—

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF FINANCIAL AID

Rank	Salary
1	59,000
2	52,920
3	47,950
4	47,000
5	41,124
6	40,728
7	40,000
8	39,700
9	37,929
10	33,000
11	31,380
12	31,185
13	28,033
Average	40,765

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF HOUSING

Rank	Salary
1	60,600
2	48,831
3	47,694
4	47,300
5	45,848
6	42,480
7	40,040
8	36,958
9	36,562
10	36,156
11	31,442
12	20,494
Average	41,200

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF STUDENT HEALTH CENTER

Rank	Salary
1	83,680
2	83,164
3	74,508
4	66,500
5	56,992
6	51,771
7	49,600
8	34,378
Average	62,574

OPERATIONS OFFICERS:
ADMINISTRATIVE VICE PRESIDENT

Rank	Salary
1	90,000
2	78,150
3	70,300
4	64,600
5	62,760
6	56,484
Average	70,382

OPERATIONS OFFICERS:
LEGAL COUNSEL

Rank	Salary
1	95,800
2	80,304
3	60,000
4	39,000
Average	68,776

OPERATIONS OFFICERS:
ASSISTANT TO THE PRESIDENT

Rank	Salary
1	56,544
2	53,000
3	44,100
4	36,000
5	34,283
Average	44,785

OPERATIONS OFFICERS:
DIRECTOR OF FACILITIES PLANNING

Rank	Salary
1	71,100
2	58,000
3	51,588
4	33,900
Average	53,647

OPERATIONS OFFICERS:
DIRECTOR OF PHYSICAL PLANT

Rank	Salary
1	69,500
2	61,250
3	60,000
4	53,300
5	52,728
6	50,410
7	50,400
8	44,978
9	44,257
10	42,300
11	36,337
Average	51,405

UNIVERSITY OF ARKANSAS
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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
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TABLE II (Continued)
—DENVER REGION—

OPERATIONS OFFICERS:
DIRECTOR OF
PUBLIC SAFETY

Rank	Salary
1	56,200
2	48,732
3	43,000
4	34,815
5	29,800
6	26,434
7	26,150
8	25,105
Average	36,280

PUBLIC RELATIONS OFFICERS:
VICE PRESIDENT FOR INSTI-
TUTIONAL ADVANCEMENT

Rank	Salary
1	84,000
2	74,400
3	74,250
4	72,048
Average	76,175

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF PUBLIC
RELATIONS/INFORMATION

Rank	Salary
1	62,000
2	59,407
3	50,004
4	50,000
5	49,440
6	49,000
7	48,883
8	48,800
9	32,322
10	28,953
Average	47,681

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF DEVELOPMENT

Rank	Salary
1	63,600
2	46,000
3	40,000
4	38,736
5	35,000
Average	44,667

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF ALUMNI
SERVICES

Rank	Salary
1	62,692
2	52,200
3	40,872
4	40,000
5	38,500
6	37,788
7	36,430
8	34,884
Average	42,921

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF COOPERATIVE
EXTENSION

Rank	Salary
1	86,500
2	74,520
3	73,600
4	67,764
5	55,000
6	32,425
Average	64,968

RESEARCH OFFICERS:
VICE PRESIDENT FOR
RESEARCH

Rank	Salary
1	81,000
2	79,000
3	77,460
4	73,000
5	69,689
6	60,000
Average	73,358

RESEARCH OFFICERS:
DIRECTOR OF RESEARCH
(CONTRACTS & GRANTS)

Rank	Salary
1	66,000
2	63,500
3	59,250
4	57,630
5	55,649
6	54,540
7	40,657
8	38,700
Average	54,491

RESEARCH OFFICERS:
DIRECTOR OF INSTI-
TUTIONAL RESEARCH

Rank	Salary
1	59,900
2	56,400
3	52,950
4	37,500
5	33,837
6	25,713
Average	44,383

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1989-90

TABLE II (Continued)
—DENVER REGION—

DEANS:
AGRICULTURE

Rank	Salary
1	85,600
2	77,200
3	75,888
4	73,300
5	71,600
6	63,808
Average	74,566

DEANS:
ARCHITECTURE

Rank	Salary
1	84,800
2	62,520
3	(60,000)
Average	69,107

DEANS:
ARTS AND SCIENCES

Rank	Salary
1	86,100
2	84,800
3	73,000
4	66,000
5	62,760
6	60,000
7	59,099
Average	70,251

DEANS:
BUSINESS/INDUSTRIAL MANAGEMENT

Rank	Salary
1	99,300
2	98,182
3	96,761
4	78,756
5	73,500
6	72,600
7	70,000
8	66,933
9	63,790
Average	79,980

DEANS:
CONTINUING EDUCATION

Rank	Salary
1	73,091
2	62,128
3	60,000
4	57,372
5	50,000
6	49,162
7	48,830
8	48,110
9	45,689
Average	54,931

DEANS:
EDUCATION

Rank	Salary
1	85,334
2	83,500
3	78,000
4	69,818
5	68,000
6	68,000
7	64,000
8	63,790
9	60,878
10	54,915
Average	69,624

DEANS:
ENGINEERING

Rank	Salary
1	114,200
2	93,600
3	79,860
4	(78,200)
5	75,600
6	74,583
7	73,200
8	69,448
9	60,668
Average	79,929

DEANS:
FINE ARTS

Rank	Salary
1	73,000
2	60,410
3	(60,000)
4	59,420
5	55,021
Average	61,570

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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
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TABLE II (Continued)
—DENVER REGION—

DEANS:
GRADUATE

Rank	Salary
1	82,667
2	80,500
3	80,000
4	73,000
5	72,750
6	72,400
7	70,200
8	69,312
9	60,000
10	58,995
11	55,649
Average	70,498

DEANS:
HEALTH-RELATED PROFESSIONS

Rank	Salary
1	74,112
2	67,875
3	62,700
Average	68,229

DEANS:
HOME ECONOMICS

Rank	Salary
1	90,100
2	74,400
3	55,462
Average	73,321

DEANS:
HUMANITIES

Rank	Salary
1	75,600
2	70,000
3	68,500
Average	71,367

DEANS:
LAW

Rank	Salary
1	136,000
2	91,692
3	88,910
4	83,000
Average	99,901

DEANS:
SCIENCE

Rank	Salary
1	104,640
2	86,400
3	(70,000)
4	68,000
Average	82,260

MEDICAL DEANS:
MEDICINE

Rank	Salary
1	125,000
2	94,354
3	91,913
Average	103,756

MEDICAL DEANS:
NURSING

Rank	Salary
1	84,000
2	70,697
3	65,880
4	62,238
Average	70,704

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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
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TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG ONE HUNDRED FORTY-SEVEN UNIVERSITIES IN FORTY-SEVEN STATES BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
-KANSAS CITY REGION-

The Kansas City Region as defined by the Equal Employment Opportunity Commission includes the states of Iowa, Kansas, Missouri, and Nebraska. The thirteen participating universities from this region are as follows:

Central Missouri State University
Iowa State University of Science and Technology
Kansas State University
University of Iowa
University of Kansas at Lawrence
University of Missouri - Columbia
University of Missouri - Kansas City
University of Missouri - Rolla
University of Missouri - St. Louis
University of Nebraska - Lincoln
University of Nebraska at Omaha
University of Northern Iowa
Wichita State University

TABLE II (Continued)
—KANSAS CITY REGION—

PRESIDENT OF A SINGLE UNIT INSTITUTION

Rank	Salary
1	151,580
2	143,000
3	118,800
4	115,000
5	114,500
6	110,500
7	107,000
8	105,000
9	104,700
10	104,700
11	101,900
12	99,789
Average	114,706

ACADEMIC OFFICERS: ACADEMIC VICE PRES/ VICE CHANCELLOR

Rank	Salary
1	126,000
2	106,000
3	97,000
4	95,000
5	93,500
6	92,650
7	91,900
8	91,500
9	90,235
Average	98,198

ACADEMIC OFFICERS: PROVOST

Rank	Salary
1	131,000
2	101,892
3	94,930
4	78,046
Average	101,467

ACADEMIC OFFICERS: DIRECTOR OF LIBRARIES

Rank	Salary
1	105,000
2	90,000
3	83,000
4	81,100
5	74,304
6	70,500
7	66,800
8	66,000
9	62,000
10	60,900
11	59,500
12	58,600
Average	73,142

ACADEMIC OFFICERS: DIRECTOR OF AFFIRMATIVE ACTION

Rank	Salary
1	74,500
2	58,000
3	56,295
4	52,550
5	51,360
6	51,150
7	50,424
8	50,277
9	48,442
10	45,000
11	28,000
Average	51,454

ACADEMIC OFFICERS: DIRECTOR OF COMPUTING SERVICES

Rank	Salary
1	95,392
2	90,660
3	84,000
4	79,236
5	76,520
6	73,500
7	72,500
8	70,000
9	68,500
10	66,200
11	62,800
12	57,950
13	57,083
14	56,440
15	56,000
16	53,175
17	49,230
Average	68,776

BUSINESS/FISCAL OFFICERS: VICE PRESIDENT FOR BUSINESS

Rank	Salary
1	127,600
2	115,300
3	100,500
4	93,228
5	92,500
6	89,000
7	86,000
8	78,500
9	(77,650)
10	76,500
11	73,684
12	70,200
Average	90,055

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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
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TABLE II (Continued)
—KANSAS CITY REGION—

BUSINESS/FISCAL OFFICERS:
CONTROLLER

Rank	Salary
1	78,500
2	74,480
3	69,000
4	66,840
5	63,750
6	58,062
7	58,000
8	57,348
9	52,400
Average	64,264

BUSINESS/FISCAL OFFICERS:
TREASURER OR BURSAR

Rank	Salary
1	63,800
2	51,750
3	49,000
4	35,365
5	34,720
6	33,800
Average	44,739

BUSINESS/FISCAL OFFICERS:
BUSINESS MANAGER

Rank	Salary
1	67,000
2	58,803
3	55,000
4	48,400
Average	57,301

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PURCHASING

Rank	Salary
1	68,000
2	54,433
3	53,807
4	50,670
5	48,865
6	46,452
7	45,000
8	43,000
9	42,783
10	42,000
11	38,069
12	36,750
Average	47,486

BUSINESS/FISCAL OFFICERS:
INTERNAL AUDITOR

Rank	Salary
1	61,790
2	48,300
3	48,300
4	48,200
5	46,250
6	34,205
7	29,750
Average	45,256

BUSINESS/FISCAL OFFICERS:
BUDGET OFFICER

Rank	Salary
1	69,200
2	62,888
3	58,000
4	57,450
5	55,452
6	54,000
7	52,600
8	51,110
9	44,300
10	42,750
Average	54,775

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PAYROLL

Rank	Salary
1	54,207
2	53,563
3	51,850
4	42,590
5	41,100
6	37,500
7	35,300
8	34,960
9	34,934
10	28,500
11	23,539
Average	39,822

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PERSONNEL

Rank	Salary
1	65,300
2	61,300
3	61,000
4	58,000
5	57,462
6	54,000
7	52,900
8	52,056

(Continued)

TABLE II (Continued)
—KANSAS CITY REGION—

(Continued)

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PERSONNEL

Rank	Salary
9	51,000
10	49,350
11	47,962
12	45,500
13	44,000
Average	53,833

STUDENT AFFAIRS OFFICERS:
VICE PRESIDENT FOR STUDENT AFFAIRS

Rank	Salary
1	98,700
2	93,500
3	87,000
4	87,000
5	82,000
6	81,675
7	80,000
8	75,200
9	73,700
10	73,300
11	70,308
12	70,000
13	68,005
Average	80,030

STUDENT AFFAIRS OFFICERS:
DEAN OF STUDENT AFFAIRS

Rank	Salary
1	64,200
2	64,000
3	60,000
4	60,000
5	55,520
Average	60,744

STUDENT AFFAIRS OFFICERS:
DEAN OF INTERNATIONAL STUDENTS

Rank	Salary
1	75,000
2	59,367
3	46,000
4	42,000
5	38,050
6	29,294
Average	48,285

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF ADMISSIONS

Rank	Salary
1	63,176
2	60,000
3	(60,000)
4	55,911
5	(55,757)
6	53,100
7	51,732
8	50,250
9	50,000
10	47,209
11	46,769
12	43,100
13	42,200
Average	52,246

STUDENT AFFAIRS OFFICERS:
REGISTRAR

Rank	Salary
1	65,720
2	64,174
3	56,200
4	56,173
5	(55,757)
6	50,807
7	50,000
8	48,276
9	42,975
10	42,600
11	40,300
Average	52,089

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF FINANCIAL AID

Rank	Salary
1	(60,000)
2	58,300
3	55,000
4	54,875
5	52,022
6	48,039
7	47,520
8	43,460
9	43,200
10	43,000
11	40,112
12	33,004
Average	48,211

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TABLE II (Continued)
—KANSAS CITY REGION—

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF HOUSING

Rank	Salary
1	75,600
2	64,950
3	61,300
4	60,000
5	56,380
6	51,852
7	41,075
8	40,000
9	32,900
Average	53,784

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF STUDENT HEALTH CENTER

Rank	Salary
1	115,000
2	94,594
3	67,767
4	63,880
5	59,000
6	49,251
7	42,816
8	34,481
9	28,134
Average	61,658

OPERATIONS OFFICERS:
VICE PRES FOR INSTITUTIONAL PLANNING

Rank	Salary
1	82,100
2	81,546
3	62,217
Average	75,288

OPERATIONS OFFICERS:
LEGAL COUNSEL

Rank	Salary
1	73,700
2	67,500
3	56,292
Average	65,831

OPERATIONS OFFICERS:
ASSISTANT TO THE PRESIDENT

Rank	Salary
1	84,450
2	81,750
3	80,000
4	74,304
5	73,000
6	69,500
7	57,240
8	47,300
9	38,000
Average	67,283

OPERATIONS OFFICERS:
DIRECTOR OF FACILITIES PLANNING

Rank	Salary
1	57,000
2	54,400
3	52,175
4	50,000
5	45,611
Average	51,837

OPERATIONS OFFICERS:
DIRECTOR OF PHYSICAL PLANT

Rank	Salary
1	77,400
2	68,850
3	68,500
4	66,319
5	64,800
6	64,400
7	63,400
8	59,500
9	57,000
10	57,000
11	56,391
12	56,000
Average	63,297

OPERATIONS OFFICERS:
DIRECTOR OF PUBLIC SAFETY

Rank	Salary
1	54,888
2	50,000
3	49,800
4	47,900
5	47,570
6	46,000
7	41,809
8	41,300
9	35,475
10	33,006
Average	44,775

TABLE II (Continued)
—KANSAS CITY REGION—

PUBLIC RELATIONS OFFICERS: VICE PRESIDENT FOR INSTITUTIONAL ADVANCEMENT

Rank	Salary
1	95,580
2	90,000
3	70,057
Average	85,212

PUBLIC RELATIONS OFFICERS: DIRECTOR OF PUBLIC RELATIONS/INFORMATION

Rank	Salary
1	68,000
2	60,200
3	59,700
4	56,000
5	52,800
6	49,951
7	45,611
8	43,000
9	43,000
10	42,993
11	38,736
Average	50,908

PUBLIC RELATIONS OFFICERS: DIRECTOR OF LEGISLATIVE RELATIONS

Rank	Salary
1	73,500
2	72,500
3	64,200
4	64,008
5	63,800
6	62,300
Average	66,718

PUBLIC RELATIONS OFFICERS: VICE PRESIDENT FOR DEVELOPMENT

Rank	Salary
1	86,500
2	83,500
3	75,500
4	68,075
Average	78,394

PUBLIC RELATIONS OFFICERS: DIRECTOR OF DEVELOPMENT

Rank	Salary
1	74,000
2	55,561
3	50,448
4	43,680
5	38,538
Average	52,445

PUBLIC RELATIONS OFFICERS: DIRECTOR OF ALUMNI SERVICES

Rank	Salary
1	72,450
2	65,240
3	58,000
4	58,000
5	54,000
6	53,000
7	49,500
8	48,500
9	43,200
10	36,364
Average	53,825

RESEARCH OFFICERS: VICE PRES FOR RESEARCH AND GRADUATE DEAN

Rank	Salary
1	98,000
2	88,152
3	84,350
Average	90,167

RESEARCH OFFICERS: DIRECTOR OF RESEARCH (CONTRACTS & GRANTS)

Rank	Salary
1	92,500
2	78,300
3	75,175
4	61,972
5	55,343
6	46,608
7	46,440
8	42,775
9	36,000
10	31,854
Average	56,697

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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
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TABLE II (Continued)
—KANSAS CITY REGION—

RESEARCH OFFICERS:
DIRECTOR OF INSTITUTIONAL RESEARCH

Rank	Salary
1	68,200
2	60,680
3	60,500
4	57,000
5	53,000
6	48,000
7	47,600
8	46,675
9	44,334
10	40,500
11	33,000
Average	50,863

DEANS:
AGRICULTURE

Rank	Salary
1	100,500
2	99,500
3	98,000
4	93,500
Average	97,875

DEANS:
ARCHITECTURE

Rank	Salary
1	84,000
2	81,500
3	77,450
Average	80,983

DEANS:
ARTS AND SCIENCES

Rank	Salary
1	130,000
2	100,000
3	95,000
4	91,500
5	87,200
6	87,000
7	86,500
8	82,500
9	81,541
10	80,000
11	77,000
12	68,102
Average	88,862

DEANS:
BUSINESS/INDUSTRIAL MANAGEMENT

Rank	Salary
1	126,400
2	100,000
3	99,000
4	95,000
5	92,500
6	89,052
7	82,400
8	80,000
9	79,500
10	75,250
11	69,864
Average	89,906

DEANS:
CONTINUING EDUCATION

Rank	Salary
1	113,400
2	85,000
3	83,000
4	80,546
5	78,250
6	70,500
7	70,108
8	62,500
9	59,000
10	57,100
Average	75,940

DEANS:
EDUCATION

Rank	Salary
1	105,250
2	90,000
3	89,750
4	87,024
5	84,450
6	84,000
7	82,500
8	82,000
9	81,741
10	72,900
11	72,500
12	67,253
Average	83,281

TABLE II (Continued)
—KANSAS CITY REGION—

DEANS:
ENGINEERING

Rank	Salary
1	128,000
2	108,500
3	106,000
4	98,500
5	94,400
6	92,500
7	90,768
8	90,000
Average	101,084

DEANS:
FINE ARTS

Rank	Salary
1	77,450
2	71,500
3	70,000
Average	72,983

DEANS:
GRADUATE

Rank	Salary
1	120,850
2	84,870
3	83,450
4	81,935
5	75,000
6	75,000
7	66,800
8	63,917
9	62,000
Average	79,314

DEANS:
HOME ECONOMICS

Rank	Salary
1	98,000
2	88,500
3	85,728
4	76,500
Average	87,182

DEANS:
JOURNALISM/
COMMUNICATION

Rank	Salary
1	85,000
2	81,000
3	73,150
Average	79,717

DEANS:
LAW

Rank	Salary
1	123,200
2	115,000
3	109,500
4	85,000
5	84,000
Average	103,340

MEDICAL DEANS:
MEDICINE

Rank	Salary
1	246,400
2	175,500
3	58,150
Average	160,017

MEDICAL DEANS:
NURSING

Rank	Salary
1	105,500
2	80,000
3	77,556
4	63,750
Average	81,702

MEDICAL DEANS:
PHARMACY

Rank	Salary
1	111,500
2	85,850
3	80,000
Average	92,450

MEDICAL DEANS:
VETERINARY
MEDICINE

Rank	Salary
1	105,000
2	93,612
3	88,500
Average	95,704

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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
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TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG ONE HUNDRED FORTY-SEVEN UNIVERSITIES IN FORTY-SEVEN STATES BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
-NEW YORK AND BOSTON REGIONS-

For the purposes of this survey, these regions have been combined into one. The New York and Boston Regions as defined by the Equal Employment Opportunity Commission includes the states of Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Rhode Island, and Vermont. The eleven participating universities from these combined regions are as follows:

City University of New York
Graduate School and University Center
New Jersey Institute of Technology
State University of New York - Binghamton
State University of New York - Buffalo
State University of New York -
Environmental Science
State University of New York - Stony Brook
University of Connecticut
University of Lowell
University of Massachusetts
University of New Hampshire
University of Vermont

TABLE II (Continued)
—NEW YORK AND BOSTON REGION—

PRESIDENT OF A SINGLE UNIT INSTITUTION

Rank	Salary
1	148,785
2	127,000
3	126,800
4	126,800
5	126,800
6	116,550
7	110,000
8	108,999
9	104,000
10	99,225
11	96,813
Average	117,434

ACADEMIC OFFICERS: ACADEMIC VICE PRES/ VICE CHANCELLOR

Rank	Salary
1	106,000
2	95,000
3	94,778
4	93,266
5	90,000
Average	95,809

ACADEMIC OFFICERS: PROVOST

Rank	Salary
1	126,000
2	121,900
3	117,500
4	110,000
5	94,264
Average	113,933

ACADEMIC OFFICERS: DIRECTOR OF LIBRARIES

Rank	Salary
1	98,110
2	91,000
3	86,594
4	82,430
5	78,078
6	77,898
7	75,000
8	63,310
Average	81,553

ACADEMIC OFFICERS: DIRECTOR OF AFFIRMATIVE ACTION

Rank	Salary
1	78,273
2	72,000
3	69,500
4	64,253
5	51,323
6	49,350
7	37,451
8	34,680
Average	57,104

ACADEMIC OFFICERS: DIRECTOR OF COMPUTING SERVICES

Rank	Salary
1	89,600
2	89,500
3	89,000
4	88,978
5	86,500
6	77,000
7	74,331
8	72,842
9	65,860
10	57,174
11	45,255
Average	76,004

BUSINESS/FISCAL OFFICERS: VICE PRESIDENT FOR BUSINESS

Rank	Salary
1	112,000
2	105,000
3	103,000
4	98,000
5	92,882
6	91,000
7	86,938
8	85,000
9	81,000
Average	94,980

BUSINESS/FISCAL OFFICERS: CONTROLLER

Rank	Salary
1	89,610
2	88,000
3	82,430
4	76,000
5	67,736
6	66,348
7	60,000
8	(58,000)
9	55,000
10	54,180
Average	69,730

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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
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TABLE II (Continued)
—NEW YORK AND BOSTON REGION—

BUSINESS/FISCAL OFFICERS: TREASURER OR BURSAR

Rank	Salary
1	72,000
2	65,875
3	58,127
4	(58,000)
5	50,843
6	47,880
7	46,233
Average	56,994

BUSINESS/FISCAL OFFICERS: BUSINESS MANAGER

Rank	Salary
1	72,190
2	(58,000)
3	39,450
Average	56,547

BUSINESS/FISCAL OFFICERS: DIRECTOR OF PURCHASING

Rank	Salary
1	66,900
2	(58,000)
3	56,700
4	56,116
5	54,000
6	51,322
7	49,410
8	48,500
9	46,310
10	44,245
Average	53,150

BUSINESS/FISCAL OFFICERS: INTERNAL AUDITOR

Rank	Salary
1	68,171
2	62,374
3	60,000
4	(58,000)
5	51,769
6	51,271
7	45,000
Average	56,655

BUSINESS/FISCAL OFFICERS: BUDGET OFFICER

Rank	Salary
1	83,781
2	76,457
3	70,874
4	70,319
5	67,800
6	(58,000)
7	55,850
8	54,689
9	52,840
10	51,999
Average	64,261

BUSINESS/FISCAL OFFICERS: DIRECTOR OF PAYROLL

Rank	Salary
1	59,522
2	(58,000)
3	57,367
4	49,166
5	45,345
6	44,363
7	44,325
8	30,500
Average	48,574

BUSINESS/FISCAL OFFICERS: DIRECTOR OF PERSONNEL

Rank	Salary
1	73,307
2	72,420
3	72,219
4	66,250
5	65,000
6	65,000
7	62,291
8	58,700
9	58,000
10	56,084
Average	64,927

STUDENT AFFAIRS OFFICERS: VICE PRESIDENT FOR STUDENT AFFAIRS

Rank	Salary
1	100,000
2	97,801
3	89,640
4	85,000
5	84,636
6	82,430
7	74,023
Average	87,647

TABLE II (Continued)
—NEW YORK AND BOSTON REGION—

STUDENT AFFAIRS OFFICERS:
DEAN OF STUDENT AFFAIRS

Rank	Salary
1	87,000
2	84,238
3	77,708
4	69,550
5	59,500
6	45,403
Average	70,567

STUDENT AFFAIRS OFFICERS:
DEAN OF INTERNATIONAL STUDENTS

Rank	Salary
1	70,222
2	59,499
3	44,312
4	40,494
Average	53,632

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF ADMISSIONS

Rank	Salary
1	66,150
2	65,500
3	64,809
4	62,694
5	62,449
6	60,974
7	59,500
8	55,238
9	52,968
10	51,323
Average	60,161

STUDENT AFFAIRS OFFICERS:
REGISTRAR

Rank	Salary
1	66,310
2	64,270
3	63,333
4	61,686
5	60,596
6	57,671
7	55,000
8	55,000
9	53,517
10	51,468
11	42,434
Average	57,390

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF FINANCIAL AID

Rank	Salary
1	63,597
2	57,596
3	57,404
4	56,720
5	52,930
6	51,323
7	50,085
8	48,703
9	48,546
10	46,759
11	43,050
Average	52,428

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF HOUSING

Rank	Salary
1	80,894
2	71,315
3	63,901
4	62,250
5	59,038
6	57,880
7	57,851
8	48,650
9	39,120
10	35,431
Average	57,633

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF STUDENT HEALTH CENTER

Rank	Salary
1	111,724
2	98,446
3	98,000
4	87,000
5	78,050
6	66,369
7	42,870
8	36,225
Average	77,336

OPERATIONS OFFICERS:
ADMINISTRATIVE VICE PRESIDENT

Rank	Salary
1	103,000
2	96,867
3	94,340
4	85,000
5	84,270
Average	92,695

UNIVERSITY OF ARKANSAS
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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1989-90

TABLE II (Continued)
—NEW YORK AND BOSTON REGION—

OPERATIONS OFFICERS:
LEGAL COUNSEL

Rank	Salary
1	92,220
2	74,290
3	60,000
Average	75,503

OPERATIONS OFFICERS:
ASSISTANT TO THE PRESIDENT

Rank	Salary
1	100,981
2	87,500
3	84,315
4	76,426
5	72,168
6	68,356
7	62,277
8	62,000
9	54,940
10	50,533
Average	71,950

OPERATIONS OFFICERS:
DIRECTOR OF FACILITIES PLANNING

Rank	Salary
1	93,300
2	80,940
3	68,130
4	68,047
5	61,732
6	60,500
Average	72,108

OPERATIONS OFFICERS:
DIRECTOR OF PHYSICAL PLANT

Rank	Salary
1	83,500
2	83,005
3	75,000
4	73,131
5	68,800
6	61,491
7	58,428
8	58,000
9	54,250
10	52,000
Average	66,761

OPERATIONS OFFICERS:
DIRECTOR OF PUBLIC SAFETY

Rank	Salary
1	74,331
2	70,500
3	70,200
4	70,041
5	61,368
6	57,700
7	54,405
8	49,150
9	47,400
10	44,890
Average	59,999

PUBLIC RELATIONS OFFICERS:
VICE PRESIDENT FOR INSTITUTIONAL ADVANCEMENT

Rank	Salary
1	103,000
2	95,757
3	87,414
4	82,539
5	73,300
Average	88,402

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF PUBLIC RELATIONS/INFORMATION

Rank	Salary
1	82,430
2	78,000
3	67,626
4	60,500
5	56,000
6	52,300
7	52,237
Average	64,156

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF LEGISLATIVE RELATIONS

Rank	Salary
1	66,000
2	64,776
3	48,432
4	47,783
Average	56,748

PUBLIC RELATIONS OFFICERS:
VICE PRESIDENT FOR DEVELOPMENT

Rank	Salary
1	110,000
2	90,100
3	85,780
Average	95,293

UNIVERSITY OF ARKANSAS
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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1989-90

TABLE II (Continued)
—NEW YORK AND BOSTON REGION—

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF DEVELOPMENT

Rank	Salary
1	85,085
2	67,449
3	60,000
4	59,000
Average	67,884

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF ALUMNI SERVICES

Rank	Salary
1	70,560
2	50,556
3	48,854
4	46,200
5	44,245
6	42,945
7	39,663
8	30,594
Average	46,702

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF COOPERATIVE EXTENSION

Rank	Salary
1	88,257
2	86,915
3	73,920
4	55,000
Average	76,023

RESEARCH OFFICERS:
VICE PRESIDENT FOR RESEARCH

Rank	Salary
1	105,000
2	89,403
3	86,400
4	85,000
5	72,474
Average	87,655

RESEARCH OFFICERS:
DIRECTOR OF RESEARCH (CONTRACTS & GRANTS)

Rank	Salary
1	79,235
2	69,778
3	69,058
4	68,210
5	66,184
6	58,311
7	48,367
8	47,280
Average	63,303

RESEARCH OFFICERS:
DIRECTOR OF INSTITUTIONAL RESEARCH

Rank	Salary
1	79,284
2	66,310
3	63,911
4	61,360
5	60,034
6	60,000
7	59,000
8	51,881
9	50,782
10	46,604
Average	59,917

DEANS:
AGRICULTURE

Rank	Salary
1	108,896
2	98,500
3	92,000
4	81,750
Average	95,287

DEANS:
ARTS AND SCIENCES

Rank	Salary
1	112,007
2	84,878
3	72,000
Average	89,628

DEANS:
BUSINESS/INDUSTRIAL MANAGEMENT

Rank	Salary
1	114,000
2	112,007
3	99,500
4	95,000
5	91,000
6	84,278
7	76,000
Average	95,969

UNIVERSITY OF ARKANSAS
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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
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TABLE II (Continued)
—NEW YORK AND BOSTON REGION—

DEANS:
CONTINUING EDUCATION

Rank	Salary
1	83,574
2	82,181
3	80,497
4	73,300
5	68,000
6	60,623
7	60,023
8	59,000
Average	70,900

DEANS:
EDUCATION

Rank	Salary
1	98,566
2	98,500
3	87,000
4	85,000
5	80,000
6	73,278
Average	87,057

DEANS:
ENGINEERING

Rank	Salary
1	125,458
2	120,000
3	112,993
4	108,478
5	101,000
6	97,778
7	95,457
8	89,907
9	86,000
10	78,557
11	71,997
12	56,457
Average	95,340

DEANS:
GRADUATE

Rank	Salary
1	109,293
2	105,309
3	102,362
4	89,246
5	79,000
6	77,000
7	(70,639)
8	70,000
9	65,520
Average	85,374

DEANS:
HEALTH-RELATED
PROFESSIONS

Rank	Salary
1	97,500
2	91,495
3	88,200
4	85,105
5	85,000
6	80,649
Average	87,992

DEANS:
SCIENCE

Rank	Salary
1	110,997
2	98,743
3	82,159
Average	97,300

DEANS:
SOCIAL WORK

Rank	Salary
1	97,402
2	94,500
3	81,176
Average	91,026

MEDICAL DEANS:
DENTISTRY

Rank	Salary
1	128,000
2	125,000
3	110,087
Average	121,029

MEDICAL DEANS:
MEDICINE

Rank	Salary
1	248,745
2	172,000
3	161,000
4	101,500
Average	170,811

MEDICAL DEANS:
NURSING

Rank	Salary
1	96,000
2	89,895
3	85,000
4	79,857
5	78,428
Average	85,836

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TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG ONE HUNDRED FORTY-SEVEN UNIVERSITIES IN FORTY-SEVEN STATES BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
-PHILADELPHIA REGION-

The Philadelphia Region as defined by the Equal Employment Opportunity Commission includes the states of Delaware, Maryland, Pennsylvania, Virginia, and West Virginia as well as the District of Columbia. For purposes of this survey, the District of Columbia is not included. The eleven participating universities from this region are as follows:

College of William and Mary
Indiana University of Pennsylvania
Morgan State University
Old Dominion University
University of Delaware
University of Maryland at Baltimore
University of Maryland at College Park
University of Virginia
Virginia Commonwealth University
Virginia Polytechnic Institute
and State University
West Virginia University

TABLE II (Continued)
—PHILADELPHIA REGION—

PRESIDENT OF A SINGLE UNIT INSTITUTION

Rank	Salary
1	143,378
2	143,378
3	143,377
4	129,710
5	127,440
6	125,489
7	122,000
8	108,790
9	97,108
10	91,831
11	84,800
Average	119,755

ACADEMIC OFFICERS: ACADEMIC VICE PRES/ VICE CHANCELLOR

Rank	Salary
1	123,000
2	111,300
3	93,400
4	85,600
5	(77,695)
Average	98,199

ACADEMIC OFFICERS: PROVOST

Rank	Salary
1	125,000
2	120,500
3	116,000
4	97,500
5	83,076
6	(77,695)
Average	103,295

ACADEMIC OFFICERS: DIRECTOR OF LIBRARIES

Rank	Salary
1	91,100
2	85,350
3	84,500
4	78,469
5	78,000
6	72,400
7	72,000
8	71,700
9	54,293
10	50,490
Average	73,830

ACADEMIC OFFICERS: DIRECTOR OF AFFIRMATIVE ACTION

Rank	Salary
1	75,000
2	67,000
3	53,700
4	51,300
5	51,000
6	50,350
7	47,500
8	42,357
Average	54,776

ACADEMIC OFFICERS: DIRECTOR OF COMPUTING SERVICES

Rank	Salary
1	102,850
2	97,000
3	89,300
4	88,452
5	77,000
6	76,000
7	75,600
8	73,000
9	72,500
10	72,000
11	64,598
12	60,750
13	58,416
14	55,655
15	51,555
16	50,498
17	46,526
Average	71,276

BUSINESS/FISCAL OFFICERS: VICE PRESIDENT FOR BUSINESS

Rank	Salary
1	124,500
2	110,000
3	95,500
4	(89,300)
5	80,699
6	75,000
7	71,919
Average	92,417

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TABLE II (Continued)
—PHILADELPHIA REGION—

BUSINESS/FISCAL OFFICERS: CONTROLLER

Rank	Salary
1	78,600
2	75,800
3	70,000
4	69,600
5	68,081
6	61,000
7	60,444
8	58,800
9	54,541
10	47,568
11	44,295
Average	62,612

BUSINESS/FISCAL OFFICERS: TREASURER OR BURSAR

Rank	Salary
1	101,500
2	97,500
3	91,000
4	63,500
5	59,917
6	56,000
7	43,654
8	39,935
9	39,510
10	38,195
11	37,450
12	31,200
Average	58,280

BUSINESS/FISCAL OFFICERS: DIRECTOR OF PURCHASING

Rank	Salary
1	71,978
2	62,475
3	52,904
4	52,162
5	52,162
6	48,250
7	42,022
8	39,935
9	39,071
10	30,557
11	28,232
Average	47,250

BUSINESS/FISCAL OFFICERS: INTERNAL AUDITOR

Rank	Salary
1	74,500
2	70,800
3	64,785
4	64,500
5	62,348
6	54,541
7	49,220
8	46,217
9	40,884
10	27,694
Average	55,549

BUSINESS/FISCAL OFFICERS: BUDGET OFFICER

Rank	Salary
1	97,100
2	85,996
3	74,000
4	64,400
5	63,700
6	61,250
7	60,000
8	46,289
9	45,824
10	43,480
11	34,709
Average	61,523

BUSINESS/FISCAL OFFICERS: DIRECTOR OF PAYROLL

Rank	Salary
1	53,000
2	48,644
3	43,654
4	41,748
5	37,918
6	31,959
7	31,661
8	29,230
9	27,965
10	26,213
Average	37,199

BUSINESS/FISCAL OFFICERS: DIRECTOR OF PERSONNEL

Rank	Salary
1	82,300
2	76,000
3	75,000
4	73,642
5	54,200
6	47,578
7	45,000
Average	64,817

UNIVERSITY OF ARKANSAS
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PAID 1989-90

TABLE II (Continued)
—PHILADELPHIA REGION—

STUDENT AFFAIRS OFFICERS:
VICE PRESIDENT FOR STUDENT AFFAIRS

Rank	Salary
1	101,000
2	93,800
3	91,000
4	87,100
5	81,700
6	80,000
7	78,000
8	72,829
9	61,048
10	48,400
Average	79,488

STUDENT AFFAIRS OFFICERS:
DEAN OF STUDENT AFFAIRS

Rank	Salary
1	70,000
2	63,100
3	62,880
4	50,000
5	49,000
6	44,052
7	36,100
Average	53,590

STUDENT AFFAIRS OFFICERS:
DEAN OF INTERNATIONAL STUDENTS

Rank	Salary
1	91,400
2	90,000
3	88,000
4	54,100
5	53,079
6	35,498
7	30,557
8	27,312
Average	58,743

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF ADMISSIONS

Rank	Salary
1	67,000
2	66,000
3	65,000
4	64,000
5	63,288
6	59,051
7	53,800
8	53,000
9	46,000
10	42,300
Average	57,944

STUDENT AFFAIRS OFFICERS:
REGISTRAR

Rank	Salary
1	69,215
2	66,800
3	65,700
4	59,200
5	51,000
6	50,300
7	50,100
8	45,000
9	37,060
Average	54,931

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF FINANCIAL AID

Rank	Salary
1	69,725
2	65,200
3	60,400
4	59,350
5	57,100
6	54,232
7	53,300
8	50,184
9	49,105
10	46,650
11	40,000
Average	55,022

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF HOUSING

Rank	Salary
1	63,000
2	57,200
3	56,650
4	48,360
5	47,500
6	45,768
7	43,654
8	42,483
9	40,920
10	40,550
11	37,500
Average	47,599

TABLE II (Continued)
—PHILADELPHIA REGION—

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF STUDENT HEALTH CENTER

Rank	Salary
1	109,000
2	101,115
3	78,670
4	77,099
5	76,236
6	75,000
7	61,673
8	50,848
9	42,000
10	41,065
Average	71,271

OPERATIONS OFFICERS:
ADMINISTRATIVE VICE PRESIDENT

Rank	Salary
1	115,500
2	115,000
3	111,300
4	108,000
5	93,500
6	(89,300)
Average	105,433

OPERATIONS OFFICERS:
LEGAL COUNSEL

Rank	Salary
1	90,500
2	81,200
3	76,850
4	75,600
5	74,200
6	69,850
7	54,636
Average	74,691

OPERATIONS OFFICERS:
ASSISTANT TO THE PRESIDENT

Rank	Salary
1	98,000
2	91,500
3	91,000
4	74,300
5	67,500
6	61,000
7	57,000
8	48,000
9	44,748
Average	70,339

OPERATIONS OFFICERS:
VICE PRESIDENT FOR FACILITIES

Rank	Salary
1	99,360
2	76,000
3	73,020
4	70,200
Average	79,645

OPERATIONS OFFICERS:
DIRECTOR OF FACILITIES PLANNING

Rank	Salary
1	80,000
2	60,000
3	55,400
4	54,295
5	48,000
6	41,880
7	33,407
Average	53,283

OPERATIONS OFFICERS:
DIRECTOR OF PHYSICAL PLANT

Rank	Salary
1	86,250
2	79,125
3	74,100
4	73,100
5	70,473
6	59,336
7	57,300
8	48,156
9	47,171
Average	66,112

OPERATIONS OFFICERS:
DIRECTOR OF PUBLIC SAFETY

Rank	Salary
1	72,200
2	65,000
3	61,083
4	58,686
5	52,000
6	39,935
7	38,976
8	37,649
9	36,600
Average	51,348

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TABLE II (Continued)
—PHILADELPHIA REGION—

PUBLIC RELATIONS OFFICERS: VICE PRESIDENT FOR INSTITUTIONAL ADVANCEMENT

Rank	Salary
1	(119,450)
2	90,100
3	89,600
4	89,500
5	86,000
6	77,880
7	66,600
8	66,340
Average	85,684

PUBLIC RELATIONS OFFICERS: DIRECTOR OF PUBLIC RELATIONS/INFORMATION

Rank	Salary
1	(67,100)
2	66,100
3	59,000
4	56,601
5	56,263
6	49,000
7	46,286
8	36,704
Average	54,632

PUBLIC RELATIONS OFFICERS: DIRECTOR OF LEGISLATIVE RELATIONS

Rank	Salary
1	70,000
2	57,490
3	52,249
Average	59,913

PUBLIC RELATIONS OFFICERS: DIRECTOR OF DEVELOPMENT

Rank	Salary
1	88,500
2	80,500
3	76,000
4	70,200
5	66,073
6	51,495
7	49,600
Average	68,910

PUBLIC RELATIONS OFFICERS: DIRECTOR OF ALUMNI SERVICES

Rank	Salary
1	70,000
2	54,000
3	50,943
4	47,250
5	44,520
6	41,200
7	36,750
8	32,256
Average	47,115

RESEARCH OFFICERS: VICE PRESIDENT FOR RESEARCH

Rank	Salary
1	112,300
2	112,000
3	83,000
Average	102,433

RESEARCH OFFICERS: DIRECTOR OF RESEARCH (CONTRACTS & GRANTS)

Rank	Salary
1	89,200
2	78,525
3	77,400
4	72,000
5	58,714
6	53,000
7	51,581
8	49,452
9	47,711
Average	64,176

RESEARCH OFFICERS: DIRECTOR OF INSTITUTIONAL RESEARCH

Rank	Salary
1	84,525
2	63,000
3	59,500
4	56,600
5	56,300
6	54,000
7	53,000
8	49,000
9	43,236
Average	57,685

DEANS: AGRICULTURE

Rank	Salary
1	109,290
2	105,100
3	84,075
4	76,380
Average	93,711

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1989-90

TABLE II (Continued)
—PHILADELPHIA REGION—

DEANS:
ARCHITECTURE

Rank	Salary
1	96,800
2	88,000
3	85,000
Average	89,933

DEANS:
ARTS AND SCIENCES

Rank	Salary
1	98,850
2	98,000
3	90,000
4	88,500
5	87,400
6	72,792
7	72,150
Average	86,813

DEANS:
BUSINESS/INDUSTRIAL MANAGEMENT

Rank	Salary
1	118,000
2	116,500
3	109,450
4	106,400
5	100,900
6	90,500
7	78,300
8	75,600
9	70,952
Average	96,289

DEANS:
CONTINUING EDUCATION

Rank	Salary
1	89,500
2	75,400
3	71,772
4	64,281
5	55,048
Average	71,200

DEANS:
EDUCATION

Rank	Salary
1	113,000
2	94,600
3	86,400
4	85,300
5	81,800
6	75,000
7	72,500
8	65,892
9	65,100
Average	82,177

DEANS:
ENGINEERING

Rank	Salary
1	133,000
2	123,500
3	121,408
4	99,700
5	91,525
6	87,526
7	85,044
Average	105,958

DEANS:
GRADUATE

Rank	Salary
1	109,120
2	108,160
3	87,900
4	79,600
5	75,000
6	68,330
7	64,200
Average	84,616

DEANS:
HEALTH/PHYSICAL EDUC/RECREATION

Rank	Salary
1	93,522
2	83,975
3	(67,389)
4	60,888
Average	76,444

DEANS:
HEALTH-RELATED PROFESSIONS

Rank	Salary
1	84,271
2	82,900
3	(67,389)
Average	78,187

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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1989-90

TABLE II (Continued)
—PHILADELPHIA REGION—

DEANS:
HOME ECONOMICS

Rank	Salary
1	97,000
2	92,650
3	75,350
4	(67,389)
Average	83,097

DEANS:
LAW

Rank	Salary
1	131,000
2	129,600
3	116,000
4	97,500
Average	118,525

DEANS:
SCIENCE

Rank	Salary
1	111,430
2	89,900
3	(70,000)
Average	90,443

DEANS:
SOCIAL WORK

Rank	Salary
1	100,000
2	86,000
3	60,000
Average	82,000

MEDICAL DEANS:
DENTISTRY

Rank	Salary
1	135,000
2	111,500
3	93,972
Average	113,491

MEDICAL DEANS:
MEDICINE

Rank	Salary
1	203,500
2	200,000
3	160,143
4	71,640
Average	158,821

MEDICAL DEANS:
NURSING

Rank	Salary
1	110,000
2	103,000
3	82,073
4	77,925
5	62,448
Average	87,089

MEDICAL DEANS:
PHARMACY

Rank	Salary
1	97,308
2	97,126
3	68,388
Average	87,607

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED FORTY-SEVEN UNIVERSITIES IN FORTY-SEVEN STATES
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
-SAN FRANCISCO REGION-

The San Francisco Region as defined by the Equal Employment Opportunity Commission includes the states of Arizona, California, Hawaii, and Nevada as well as Guam and Samoa. For purposes of this survey, Guam and Samoa are not included. The eleven participating universities from this region are as follows:

Arizona State University
California State University - Los Angeles
Northern Arizona University
San Diego State University
University of Arizona
University of California
University of California, Davis
University of California, Santa Barbara
University of California, Santa Cruz
University of Nevada, Las Vegas
University of Nevada, Reno

TABLE II (Continued)
—SAN FRANCISCO REGION—

PRESIDENT OF A SINGLE UNIT INSTITUTION

Rank	Salary
1	165,100
2	146,700
3	144,500
4	138,900
5	134,100
6	132,145
7	129,675
8	126,563
9	113,376
10	111,804
11	109,857
Average	132,065

ACADEMIC OFFICERS: ACADEMIC VICE PRES/ VICE CHANCELLOR

Rank	Salary
1	(136,500)
2	119,600
3	119,067
4	111,450
5	110,000
6	(107,831)
7	99,000
8	95,498
9	95,498
10	95,004
11	83,025
Average	106,588

ACADEMIC OFFICERS: PROVOST

Rank	Salary
1	127,000
2	111,450
3	(107,831)
Average	115,427

ACADEMIC OFFICERS: DIRECTOR OF LIBRARIES

Rank	Salary
1	104,900
2	99,000
3	93,513
4	89,300
5	83,531
6	81,360
7	81,174
8	75,000
9	73,895
10	70,035
11	58,945
Average	82,787

ACADEMIC OFFICERS: DIRECTOR OF AFFIRMATIVE ACTION

Rank	Salary
1	74,200
2	68,020
3	65,813
4	64,800
5	57,000
6	55,137
7	55,000
8	49,387
9	48,581
10	44,652
Average	58,259

ACADEMIC OFFICERS: DIRECTOR OF COMPUTING SERVICES

Rank	Salary
1	91,773
2	89,100
3	84,000
4	80,892
5	75,600
6	75,579
7	74,800
8	71,670
9	67,990
10	54,381
Average	76,579

BUSINESS/FISCAL OFFICERS: VICE PRESIDENT FOR BUSINESS

Rank	Salary
1	(125,000)
2	115,500
3	(113,900)
4	105,167
5	(100,776)
6	95,000
7	94,904
8	94,283
9	90,000
10	84,530
11	80,000
Average	99,915

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1989-90

TABLE II (Continued)
—SAN FRANCISCO REGION—

BUSINESS/FISCAL OFFICERS: CONTROLLER

Rank	Salary
1	98,900
2	82,000
3	75,710
4	75,068
5	74,566
6	70,084
7	64,600
8	60,750
9	54,000
Average	72,853

BUSINESS/FISCAL OFFICERS: BUSINESS MANAGER

Rank	Salary
1	85,700
2	79,104
3	76,704
4	76,000
5	75,583
Average	78,618

BUSINESS/FISCAL OFFICERS: DIRECTOR OF PURCHASING

Rank	Salary
1	69,095
2	67,200
3	62,885
4	61,725
5	58,774
6	57,312
7	54,948
8	53,258
9	49,388
10	46,691
Average	58,128

BUSINESS/FISCAL OFFICERS: INTERNAL AUDITOR

Rank	Salary
1	82,600
2	78,928
3	72,276
4	65,091
5	62,500
Average	72,279

BUSINESS/FISCAL OFFICERS: BUDGET OFFICER

Rank	Salary
1	104,200
2	76,333
3	72,804
4	69,874
5	68,262
6	68,040
7	63,636
8	52,410
9	42,836
10	41,538
Average	65,993

BUSINESS/FISCAL OFFICERS: DIRECTOR OF PAYROLL

Rank	Salary
1	61,708
2	60,200
3	52,724
4	43,821
5	39,060
6	38,676
Average	49,365

BUSINESS/FISCAL OFFICERS: DIRECTOR OF PERSONNEL

Rank	Salary
1	105,700
2	86,927
3	79,000
4	76,000
5	75,696
6	65,934
7	63,000
8	59,550
9	51,304
Average	73,679

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1989-90

TABLE II (Continued)
—SAN FRANCISCO REGION—

STUDENT AFFAIRS OFFICERS: VICE PRESIDENT FOR STUDENT AFFAIRS

Rank	Salary
1	120,200
2	96,200
3	93,720
4	91,800
5	91,000
6	90,113
7	90,000
8	81,855
9	81,852
10	81,000
Average	91,774

STUDENT AFFAIRS OFFICERS: DEAN OF STUDENT AFFAIRS

Rank	Salary
1	88,600
2	79,032
3	65,984
4	60,547
5	58,000
6	54,000
Average	67,694

STUDENT AFFAIRS OFFICERS: DEAN OF INTERNATIONAL STUDENTS

Rank	Salary
1	70,658
2	59,781
3	53,124
4	51,579
5	51,152
6	45,648
Average	55,324

STUDENT AFFAIRS OFFICERS: DIRECTOR OF ADMISSIONS

Rank	Salary
1	(77,900)
2	71,024
3	70,744
4	70,269
5	69,828
6	68,400
7	62,500
8	50,625
9	43,841
Average	65,015

STUDENT AFFAIRS OFFICERS: REGISTRAR

Rank	Salary
1	(77,900)
2	74,511
3	70,989
4	64,464
5	58,737
6	56,016
7	52,386
8	50,924
9	49,363
Average	61,699

STUDENT AFFAIRS OFFICERS: DIRECTOR OF FINANCIAL AID

Rank	Salary
1	75,600
2	68,976
3	66,875
4	66,479
5	64,236
6	60,852
7	59,670
8	52,015
9	45,109
10	44,916
11	43,373
Average	58,918

STUDENT AFFAIRS OFFICERS: DIRECTOR OF HOUSING

Rank	Salary
1	73,400
2	73,300
3	68,869
4	61,176
5	58,680
6	54,338
7	54,282
8	50,000
9	48,905
10	48,000
11	37,700
Average	57,150

STUDENT AFFAIRS OFFICERS: DIRECTOR OF STUDENT HEALTH CENTER

Rank	Salary
1	102,459
2	101,807
3	94,942
4	89,820
5	76,782
6	72,600
7	68,696
8	37,490
Average	80,575

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1989-90

TABLE II (Continued)
—SAN FRANCISCO REGION—

OPERATIONS OFFICERS:
EXECUTIVE VICE PRESIDENT

Rank	Salary
1	137,800
2	(136,500)
3	(100,776)
4	88,594
Average	115,918

OPERATIONS OFFICERS:
VICE PRES FOR INSTITUTIONAL PLANNING

Rank	Salary
1	104,200
2	99,600
3	96,188
4	93,150
5	87,433
Average	96,114

OPERATIONS OFFICERS:
LEGAL COUNSEL

Rank	Salary
1	92,596
2	91,300
3	83,149
Average	89,015

OPERATIONS OFFICERS:
ASSISTANT TO THE PRESIDENT

Rank	Salary
1	(92,200)
2	87,300
3	78,400
4	71,286
5	69,149
6	61,000
7	60,500
8	58,725
9	53,445
Average	70,223

OPERATIONS OFFICERS:
VICE PRESIDENT FOR FACILITIES

Rank	Salary
1	103,400
2	95,000
3	85,800
4	68,364
Average	88,141

OPERATIONS OFFICERS:
DIRECTOR OF FACILITIES PLANNING

Rank	Salary
1	84,705
2	79,884
3	74,366
4	71,688
5	71,000
6	70,000
7	68,196
8	63,264
9	58,211
10	57,713
11	52,500
Average	68,321

OPERATIONS OFFICERS:
DIRECTOR OF PHYSICAL PLANT

Rank	Salary
1	84,700
2	80,839
3	80,200
4	78,975
5	74,000
6	67,536
7	67,427
8	67,129
9	63,000
10	57,156
11	53,568
Average	70,412

OPERATIONS OFFICERS:
DIRECTOR OF PUBLIC SAFETY

Rank	Salary
1	86,500
2	69,503
3	68,000
4	67,391
5	65,460
6	65,000
7	63,312
8	51,450
9	49,304
10	46,348
Average	63,227

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1989-90

TABLE II (Continued)
—SAN FRANCISCO REGION—

PUBLIC RELATIONS OFFICERS: VICE PRESIDENT FOR INSTITUTIONAL ADVANCEMENT

Rank	Salary
1	111,051
2	109,700
3	(93,960)
4	93,557
5	88,620
Average	99,378

PUBLIC RELATIONS OFFICERS: VICE PRESIDENT FOR PUBLIC RELATIONS/INFORMATION

Rank	Salary
1	(93,960)
2	(92,200)
3	(81,500)
4	60,000
Average	81,915

PUBLIC RELATIONS OFFICERS: DIRECTOR OF PUBLIC RELATIONS/INFORMATION

Rank	Salary
1	83,520
2	82,999
3	77,382
4	76,300
5	71,976
6	55,507
7	54,581
8	52,800
9	50,000
10	47,841
Average	65,291

PUBLIC RELATIONS OFFICERS: DIRECTOR OF LEGISLATIVE RELATIONS

Rank	Salary
1	75,000
2	69,863
3	60,700
4	42,772
Average	62,084

PUBLIC RELATIONS OFFICERS: VICE PRESIDENT FOR DEVELOPMENT

Rank	Salary
1	89,000
2	88,195
3	(81,500)
Average	86,232

PUBLIC RELATIONS OFFICERS: DIRECTOR OF DEVELOPMENT

Rank	Salary
1	102,823
2	89,708
3	72,336
4	71,065
5	65,000
6	60,012
Average	76,824

PUBLIC RELATIONS OFFICERS: DIRECTOR OF ALUMNI SERVICES

Rank	Salary
1	69,111
2	68,562
3	68,181
4	67,500
5	61,488
6	60,103
7	55,198
8	45,005
9	43,084
Average	59,804

PUBLIC RELATIONS OFFICERS: DIRECTOR OF COOPERATIVE EXTENSION

Rank	Salary
1	(113,900)
2	90,000
3	80,000
Average	94,633

RESEARCH OFFICERS: VICE PRES FOR RESEARCH AND GRADUATE DEAN

Rank	Salary
1	111,400
2	103,000
3	81,000
4	76,183
Average	92,896

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1989-90

TABLE II (Continued)
—SAN FRANCISCO REGION—

RESEARCH OFFICERS:
DIRECTOR OF RESEARCH
(CONTRACTS & GRANTS)

Rank	Salary
1	77,300
2	75,714
3	62,843
4	62,251
5	61,251
6	59,545
7	53,424
Average	64,618

RESEARCH OFFICERS:
DIRECTOR OF INSTI-
TUTIONAL RESEARCH

Rank	Salary
1	80,443
2	64,224
3	61,400
4	57,540
5	57,197
6	52,019
7	50,625
8	45,667
Average	58,639

DEANS:
AGRICULTURE

Rank	Salary
1	104,500
2	100,239
3	87,775
Average	97,505

DEANS:
ARCHITECTURE

Rank	Salary
1	99,000
2	96,218
3	85,050
Average	93,423

DEANS:
ARTS AND LETTERS

Rank	Salary
1	(100,000)
2	83,664
3	74,000
4	72,000
Average	82,416

DEANS:
ARTS AND SCIENCES

Rank	Salary
1	104,041
2	(100,000)
3	82,000
Average	95,347

DEANS:
BUSINESS/INDUSTRIAL
MANAGEMENT

Rank	Salary
1	112,500
2	108,510
3	98,516
4	88,032
5	86,000
6	75,750
Average	94,885

DEANS:
CONTINUING EDUCATION

Rank	Salary
1	92,700
2	83,500
3	78,444
4	75,936
5	73,000
6	67,296
7	59,300
8	53,440
Average	72,952

DEANS:
EDUCATION

Rank	Salary
1	107,683
2	91,845
3	87,278
4	87,000
5	84,444
6	78,688
7	78,500
8	77,575
Average	86,627

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1989-90

TABLE II (Continued)
—SAN FRANCISCO REGION—

DEANS:
ENGINEERING

Rank	Salary
1	125,400
2	115,000
3	114,413
4	112,848
5	106,920
6	95,252
7	89,292
8	81,500
9	77,102
Average	101,970

DEANS:
FINE ARTS

Rank	Salary
1	(100,000)
2	92,235
3	83,500
4	72,000
Average	86,934

DEANS:
GRADUATE

Rank	Salary
1	85,400
2	84,500
3	84,396
4	81,278
5	76,500
Average	82,415

DEANS:
HEALTH-RELATED
PROFESSIONS

Rank	Salary
1	125,600
2	86,028
3	81,000
4	79,228
5	79,073
Average	90,186

DEANS:
LAW

Rank	Salary
1	141,300
2	140,000
3	115,000
4	112,162
Average	127,116

DEANS:
SCIENCE

Rank	Salary
1	96,188
2	87,108
3	84,000
4	(82,000)
Average	87,324

MEDICAL DEANS:
MEDICINE

Rank	Salary
1	202,500
2	198,400
3	127,749
Average	176,216

MEDICAL DEANS:
NURSING

Rank	Salary
1	83,559
2	82,013
3	75,000
Average	80,191

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1989-90

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED FORTY-SEVEN UNIVERSITIES IN FORTY-SEVEN STATES
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
-SEATTLE REGION-

The Seattle Region as defined by the Equal Employment Opportunity Commission includes the states of Alaska, Idaho, Oregon, and Washington. The six participating universities from this region are as follows:

Idaho State University
Oregon State University
University of Alaska
University of Idaho
University of Oregon
Washington State University

TABLE II (Continued)
—SEATTLE REGION—

PRESIDENT OF A SINGLE UNIT INSTITUTION

Rank	Salary
1	104,000
2	100,755
3	100,020
4	100,006
5	95,760
6	85,696
Average	97,706

ACADEMIC OFFICERS: ACADEMIC VICE PRES/ VICE CHANCELLOR

Rank	Salary
1	93,600
2	92,000
3	80,725
4	76,432
5	65,537
Average	81,659

ACADEMIC OFFICERS: DIRECTOR OF LIBRARIES

Rank	Salary
1	85,671
2	76,392
3	71,196
4	65,515
5	58,510
6	52,042
Average	68,221

ACADEMIC OFFICERS: DIRECTOR OF AFFIRMATIVE ACTION

Rank	Salary
1	(64,293)
2	51,550
3	48,000
4	44,700
5	36,017
Average	48,912

ACADEMIC OFFICERS: DIRECTOR OF COMPUTING SERVICES

Rank	Salary
1	71,550
2	71,477
3	67,956
4	65,372
5	60,070
6	54,434
Average	65,143

BUSINESS/FISCAL OFFICERS: VICE PRESIDENT FOR BUSINESS

Rank	Salary
1	87,445
2	(80,480)
3	79,955
4	79,920
5	79,920
6	72,010
Average	79,955

BUSINESS/FISCAL OFFICERS: CONTROLLER

Rank	Salary
1	58,656
2	50,000
3	47,882
Average	52,179

BUSINESS/FISCAL OFFICERS: BUSINESS MANAGER

Rank	Salary
1	(77,970)
2	62,988
3	55,440
4	50,498
5	49,005
Average	59,180

BUSINESS/FISCAL OFFICERS: DIRECTOR OF PURCHASING

Rank	Salary
1	57,946
2	39,876
3	37,164
4	37,128
5	36,296
Average	41,682

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1989-90

TABLE II (Continued)
—SEATTLE REGION—

BUSINESS/FISCAL OFFICERS: INTERNAL AUDITOR

Rank	Salary
1	47,632
2	40,980
3	39,756
4	39,468
Average	41,959

BUSINESS/FISCAL OFFICERS: BUDGET OFFICER

Rank	Salary
1	72,446
2	63,652
3	59,520
4	55,890
5	50,000
6	46,010
Average	57,920

BUSINESS/FISCAL OFFICERS: DIRECTOR OF PAYROLL

Rank	Salary
1	41,223
2	33,405
3	32,088
4	29,088
Average	33,951

BUSINESS/FISCAL OFFICERS: DIRECTOR OF PERSONNEL

Rank	Salary
1	(64,293)
2	54,264
3	49,200
4	45,352
5	42,037
6	35,402
Average	48,425

STUDENT AFFAIRS OFFICERS: VICE PRESIDENT FOR STUDENT AFFAIRS

Rank	Salary
1	83,489
2	75,164
3	72,420
4	70,283
Average	75,339

STUDENT AFFAIRS OFFICERS: DEAN OF STUDENT AFFAIRS

Rank	Salary
1	68,795
2	58,302
3	54,792
4	53,352
Average	58,810

STUDENT AFFAIRS OFFICERS: DEAN OF INTERNATIONAL STUDENTS

Rank	Salary
1	69,072
2	59,364
3	45,426
Average	57,954

STUDENT AFFAIRS OFFICERS: DIRECTOR OF ADMISSIONS

Rank	Salary
1	(71,820)
2	(67,200)
3	58,330
4	58,000
5	34,965
Average	58,063

STUDENT AFFAIRS OFFICERS: REGISTRAR

Rank	Salary
1	(71,820)
2	(67,200)
3	57,407
4	54,995
5	52,067
6	47,757
Average	58,541

TABLE II (Continued)
—SEATTLE REGION—

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF FINANCIAL AID

Rank	Salary
1	54,017
2	48,400
3	45,510
4	43,920
5	43,560
6	42,016
Average	46,237

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF HOUSING

Rank	Salary
1	53,604
2	50,344
3	46,000
4	42,488
5	37,731
Average	46,033

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF STUDENT HEALTH CENTER

Rank	Salary
1	78,084
2	73,886
3	68,931
4	68,597
5	64,501
6	51,073
Average	67,512

OPERATIONS OFFICERS:
LEGAL COUNSEL

Rank	Salary
1	61,173
2	53,784
3	52,478
Average	55,812

OPERATIONS OFFICERS:
DIRECTOR OF FACILITIES PLANNING

Rank	Salary
1	50,863
2	45,531
3	39,528
Average	45,307

OPERATIONS OFFICERS:
DIRECTOR OF PHYSICAL PLANT

Rank	Salary
1	66,000
2	60,540
3	60,228
4	57,000
5	51,979
6	45,219
Average	56,828

OPERATIONS OFFICERS:
DIRECTOR OF PUBLIC SAFETY

Rank	Salary
1	55,049
2	49,003
3	45,224
4	44,075
5	37,164
6	35,277
Average	44,299

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF PUBLIC RELATIONS/INFORMATION

Rank	Salary
1	56,170
2	54,000
3	45,011
4	41,704
5	41,445
Average	47,666

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF DEVELOPMENT

Rank	Salary
1	72,120
2	58,040
3	57,304
4	53,244
Average	60,177

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1989-90

TABLE II (Continued)
—SEATTLE REGION—

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF ALUMNI SERVICES

Rank	Salary
1	55,000
2	52,776
3	49,400
4	35,381
Average	48,139

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF COOPERATIVE EXTENSION

Rank	Salary
1	85,764
2	82,480
3	79,997
4	64,958
Average	78,300

RESEARCH OFFICERS:
VICE PRES FOR RESEARCH AND GRADUATE DEAN

Rank	Salary
1	96,600
2	85,979
3	84,885
Average	89,155

RESEARCH OFFICERS:
DIRECTOR OF RESEARCH (CONTRACTS & GRANTS)

Rank	Salary
1	(77,970)
2	71,016
3	60,382
4	53,703
5	43,056
6	42,848
Average	58,163

RESEARCH OFFICERS:
DIRECTOR OF INSTITUTIONAL RESEARCH

Rank	Salary
1	62,485
2	52,499
3	45,528
4	42,000
5	41,434
Average	48,789

DEANS:
AGRICULTURE

Rank	Salary
1	101,880
2	93,533
3	89,448
4	79,206
Average	91,017

DEANS:
ARCHITECTURE

Rank	Salary
1	(90,804)
2	69,904
3	55,541
Average	72,083

DEANS:
ARTS AND SCIENCES

Rank	Salary
1	77,368
2	75,477
3	63,294
Average	72,046

DEANS:
BUSINESS/INDUSTRIAL MANAGEMENT

Rank	Salary
1	94,500
2	92,112
3	85,380
4	78,122
5	69,222
6	63,003
Average	80,390

TABLE II (Continued)
—SEATTLE REGION—

DEANS:
EDUCATION

Rank	Salary
1	(89,000)
2	78,423
3	77,508
4	76,200
5	66,706
6	63,003
Average	75,140

DEANS:
ENGINEERING

Rank	Salary
1	96,400
2	93,816
3	76,794
4	65,506
Average	83,129

DEANS:
GRADUATE

Rank	Salary
1	68,952
2	66,564
3	58,635
Average	64,717

DEANS:
LIBERAL ARTS

Rank	Salary
1	(90,804)
2	78,288
3	77,932
Average	82,341

MEDICAL DEANS:
PHARMACY

Rank	Salary
1	86,964
2	78,541
3	78,528
Average	81,344

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TABLE III

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG THIRTY-ONE UNIVERSITY SYSTEMS IN TWENTY-SEVEN STATES

This table summarizes the data for thirty-one university systems in twenty-seven states. For making these data available, the University of Arkansas is grateful to the following university systems:

California State Universities and Colleges
Indiana University
Louisiana State University System
Montana University System
Oregon State System of Higher Education
Southern Illinois University
State University System of Florida
State University of New York System
State University and Community College System of Tennessee
Texas A & M University System
University of Alabama System
University of Alaska Statewide System of Higher Education
University of Arkansas System
University of California
University of Colorado
University of Hawaii System
University of Houston System
University of Illinois System
University of Kansas
University of Maine
University of Maryland
University of Massachusetts
University of Minnesota
University of Missouri
University of Nebraska Central Administration
University of Nevada System
University of North Carolina
University of South Carolina
University of Tennessee
University of Wisconsin System
University System of New Hampshire

TABLE III (Continued)
—UNIVERSITY SYSTEMS—

CHIEF EXECUTIVE OFFICER:
PRESIDENT/CHANCELLOR

Rank	Salary
1	230,600
2	178,476
3	175,000
4	160,000
5	157,500
6	150,000
7	148,400
8	146,500
9	143,100
10	142,000
11	136,248
12	134,450
13	134,000
14	131,376
15	124,500
16	122,580
17	120,000
18	119,680
19	117,900
20	115,500
21	115,000
22	114,490
23	113,000
24	112,000
25	111,120
26	108,396
27	104,946
28	103,990
29	95,000
30	86,996
31	79,200
Average	130,063

ACADEMIC OFFICERS:
ACADEMIC VICE PRES/
CHANCELLOR

Rank	Salary
1	160,900
2	132,700
3	130,000
4	125,000
5	124,000
6	120,750
7	117,294
8	116,500
9	115,000
10	112,154
11	(107,800)
12	107,000
13	104,904
14	99,000
15	97,000
16	90,000
17	87,970
18	86,538
19	84,800
20	84,600
21	83,730
22	81,900
23	(76,674)
24	76,394
25	67,000
Average	103,584

ACADEMIC OFFICERS:
ASSOCIATE VICE PRES/
CHANCELLOR

Rank	Salary
1	126,300
2	95,700
3	84,500
4	78,650
5	76,845
6	70,971
7	70,700
8	69,276
9	65,000
10	61,500
11	60,000
Average	78,131

ACADEMIC OFFICERS:
ASSISTANT VICE PRES/
CHANCELLOR

Rank	Salary
1	108,600
2	90,468
3	61,445
4	57,280
5	51,700
6	47,200
7	45,540
Average	66,033

ACADEMIC OFFICERS:
DIRECTOR

Rank	Salary
1	106,400
2	88,000
3	67,900
4	42,000
Average	76,075

OPERATIONS OFFICERS:
EXECUTIVE VICE PRES/
CHANCELLOR

Rank	Salary
1	160,900
2	131,250
3	118,974
4	112,100
5	110,158
6	(107,800)
7	106,722
8	103,200
9	102,500
10	(85,740)
11	85,413
12	(76,674)
Average	108,453

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TABLE III (Continued)
—UNIVERSITY SYSTEMS—

OPERATIONS OFFICERS:
ADMINISTRATIVE VICE PRESIDENT/CHANCELLOR

Rank	Salary
1	114,660
2	105,800
3	82,680
4	76,500
5	70,000
Average	89,928

OPERATIONS OFFICERS:
ASSOC VICE PRESIDENT/ CHANCELLOR

Rank	Salary
1	127,500
2	88,200
3	81,100
4	73,582
5	63,384
6	61,000
Average	82,461

OPERATIONS OFFICERS:
EXECUTIVE ASSISTANT/ ASST TO THE PRES

Rank	Salary
1	93,500
2	(85,000)
3	84,000
4	80,200
5	79,048
6	78,825
7	69,800
8	69,000
9	68,000
10	67,867
11	61,880
12	55,700
13	55,300
14	55,000
15	45,000
16	36,126
Average	67,765

OPERATIONS OFFICERS:
LEGAL COUNSEL

Rank	Salary
1	161,300
2	117,294
3	110,000
4	103,000
5	97,800
6	96,400
7	95,400
8	87,995
9	87,500
10	86,500
11	86,100
12	85,726
13	82,200
14	81,000
15	74,151
16	73,608
17	73,459
18	68,800
19	65,489
20	64,031
21	63,120
22	61,000
23	55,500
24	53,361
25	52,990
26	45,780
27	42,540
Average	80,446

OPERATIONS OFFICERS:
DIRECTOR OF INSTITUTIONAL RES

Rank	Salary
1	88,600
2	87,500
3	87,324
4	77,400
5	70,895
6	67,096
7	58,310
8	56,450
9	53,000
10	49,500
11	47,700
12	45,176
13	43,260
14	41,000
15	36,670
Average	60,659

OPERATIONS OFFICERS:
SECRETARY TO THE BOARD

Rank	Salary
1	105,000
2	91,600
3	91,500
4	(85,000)
5	84,465
6	63,600
7	63,479
8	56,175
9	55,263
10	45,094
11	42,602
12	40,520
13	36,750
14	35,760
15	31,000
16	23,400
Average	59,451

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TABLE III (Continued)
—UNIVERSITY SYSTEMS—

FINANCE AND BUSINESS OFFICERS: VICE PRES/ CHANCELLOR

Rank	Salary
1	145,200
2	132,200
3	130,000
4	(127,000)
5	122,000
6	120,750
7	117,294
8	114,660
9	112,530
10	109,229
11	109,000
12	99,775
13	95,000
14	91,800
15	89,856
16	89,710
17	88,300
18	87,970
19	(85,740)
20	(85,000)
21	84,702
22	83,700
23	(82,980)
24	80,100
25	79,000
26	72,800
27	70,500
28	60,000
Average	98,814

FINANCE AND BUSINESS OFFICERS: ASSOC VICE PRES/CHANCELLOR

Rank	Salary
1	122,300
2	101,500
3	98,500
4	82,200
5	81,500
6	79,000
7	71,865
8	69,811
9	69,000
10	68,500
11	68,100
12	62,500
Average	81,231

FINANCE AND BUSINESS OFFICERS: ASST VICE PRES/CHANCELLOR

Rank	Salary
1	98,400
2	97,000
3	(95,000)
4	86,976
5	72,375
6	69,500
7	(65,800)
8	64,500
9	63,000
10	62,700
11	52,440
12	43,329
Average	72,585

FINANCE AND BUSINESS OFFICERS: BUDGET OFFICER

Rank	Salary
1	95,880
2	(95,000)
3	85,000
4	84,500
5	78,000
6	72,732
7	68,301
8	66,000
9	65,340
10	65,000
11	63,600
12	62,424
13	62,208
14	60,585
15	60,000
16	53,649
17	41,104
18	38,000
19	32,564
Average	65,784

FINANCE AND BUSINESS OFFICERS: BUSINESS MANAGER

Rank	Salary
1	57,648
2	48,500
3	35,070
Average	47,073

FINANCE AND BUSINESS OFFICERS: CONTROLLER

Rank	Salary
1	(127,000)
2	106,600
3	91,000
4	89,000
5	82,394
6	80,000
7	73,754
8	73,000

(Continued)

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TABLE III (Continued)
—UNIVERSITY SYSTEMS—

(Continued)
FINANCE AND BUSINESS OFFICERS:
CONTROLLER

Rank	Salary
9	71,244
10	68,680
11	63,630
12	62,500
13	60,120
14	55,000
15	52,400
16	52,260
17	50,000
Average	74,034

FINANCE AND BUSINESS OFFICERS:
AUDITOR

Rank	Salary
1	91,700
2	82,051
3	80,000
4	78,750
5	72,000
6	69,300
7	68,700
8	64,000
9	63,123
10	60,849
11	60,795
12	60,500
13	60,400
14	55,527
15	54,200
16	52,987
17	52,200
18	52,128
19	51,800
20	48,047
21	46,493
22	45,000
Average	62,298

FINANCE AND BUSINESS OFFICERS:
TREASURER

Rank	Salary
1	176,600
2	94,000
3	86,098
4	(85,000)
5	79,323
6	72,375
7	68,956
8	66,100
9	(65,800)
10	63,630
11	53,500
12	50,160
Average	80,129

FINANCE AND BUSINESS OFFICERS:
DIRECTOR OF PERSONNEL

Rank	Salary
1	117,294
2	86,100
3	85,000
4	81,600
5	79,032
6	77,500
7	72,400
8	72,360
9	67,500
10	65,032
11	64,491
12	62,508
13	58,080
14	57,000
15	48,204
16	42,788
17	42,250
18	41,350
Average	67,805

PUBLIC RELATIONS OFFICERS-INFORMATION SERVICES:
VICE PRES/CHANCELLOR

Rank	Salary
1	129,100
2	117,294
3	108,000
4	107,800
5	96,000
6	88,695
7	(85,000)
8	83,040
9	82,350
10	(76,230)
11	70,989
Average	94,954

PUBLIC RELATIONS OFFICERS-INFORMATION SERVICES:
DIRECTOR

Rank	Salary
1	90,500
2	74,000
3	68,000
4	67,600
5	64,000
6	62,500
7	61,000
8	60,000
9	53,900
10	51,491
11	51,251
12	48,317
13	44,940
14	44,040
Average	60,110

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TABLE III (Continued)
—UNIVERSITY SYSTEMS—

PUBLIC RELATIONS OFFICERS-
LEGISLATIVE RELATIONS:
VICE PRES/CHANCELLOR

Rank	Salary
1	118,100
2	101,300
3	101,000
4	100,001
5	99,500
6	97,650
7	83,400
8	(76,230)
9	68,810
10	60,639
11	54,102
Average	87,339

PUBLIC RELATIONS OFFICERS-
LEGISLATIVE RELATIONS:
DIRECTOR

Rank	Salary
1	106,300
2	99,672
3	92,000
4	84,300
5	81,000
6	80,000
7	69,638
8	64,400
9	63,384
10	57,000
11	50,100
12	43,740
13	36,000
Average	71,349

PUBLIC RELATIONS OFFICERS-
DEVELOPMENT:
VICE PRES/CHANCELLOR

Rank	Salary
1	(113,900)
2	101,000
3	99,540
4	90,000
5	87,090
6	81,117
7	68,000
Average	91,521

FACILITIES OFFICERS:
VICE PRESIDENT/
CHANCELLOR

Rank	Salary
1	109,100
2	100,000
3	92,167
4	88,996
5	76,456
6	67,604
7	65,500
8	65,200
9	60,320
Average	80,594

FACILITIES OFFICERS:
ASSOC VICE PRESIDENT/
CHANCELLOR

Rank	Salary
1	94,600
2	92,500
3	86,500
4	63,613
5	62,880
6	60,000
Average	76,682

FACILITIES OFFICERS:
ASST VICE PRESIDENT/
CHANCELLOR

Rank	Salary
1	110,000
2	108,303
3	88,620
4	48,300
Average	88,806

FACILITIES OFFICERS:
DIRECTOR

Rank	Salary
1	88,900
2	78,000
3	77,792
4	66,150
5	66,000
6	63,640
7	62,708
8	60,600
9	58,800
10	43,893
11	41,000
12	22,930
Average	60,868

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